

Upto date 19.12.2017

**HIGH COURT ESTABLISHMENT
(APPOINTMENT AND CONDITIONS OF
SERVICE) RULES, 1973**

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**HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH**

RULES

***Citation of
Authority***

High Court Establishment (Appointment and Conditions of Service), Rules, 1973, as amended from time to time.

In exercise of the powers conferred by Clause (2) (in relation to authority) of Article 229 read with Article 231 of the Constitution of India, the Chief Justice of the High Court of Punjab & Haryana, with the approval of the President of India so far as the rules relate to salaries, allowances, leave or pension, hereby makes the following rules regulating the appointment, conditions of service and conduct of persons serving on the staff attached to the High Court.

PART – I

Short Title

1. These rules may be called the High Court Establishment (Appointment and Conditions of Service) Rules, 1973.

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

"Chief Justice" means the Chief Justice of the High Court of Punjab and Haryana and includes any Judge appointed by the President under Article 223 to perform the duties of the Chief Justice.

"Competitive Examination" means the examination in such papers, such other practical tests like typing stenography etc. and such viva voce test or other tests as may be prescribed by the Chief Justice from time to time for different posts.

"Constitution" means the Constitution of India.

"The Court" means the High Court of Punjab and Haryana.

"Office JUDGE" means any Judge who is nominated by the Chief Justice either generally or by a Special Order to deal with any matter connected with the establishment of the High Court.

"Recognised University" means any University incorporated by law in India or any other University which is declared by the Chief Justice to be a recognised University for the purpose of these rules.

"Registrar" shall wherever the context permits, include the Joint Registrar.

PART – II

3. The Establishment of the High Court shall consist of the posts specified in Schedule I to these Rules as modified from time to time by the Chief Justice in consultation with the Finance Department, where necessary.

Eligibility

4. (1) A candidate for appointment to any post on the Establishment of the High Court must be:-

- a) A citizen of India; or
- b) A citizen of Nepal or Bhutan; or
- c) A person of Indian origin, who intends to settle down in India permanently.

Provided that a candidate belonging to category (b) shall be person in whose favour a certificate of eligibility has been issued by the Government of India.

(2) A candidate in whose case a certificate of eligibility is necessary may be admitted, to an examination or interview and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government.

(Rule 4 (1) amended vide notification No.135 dated 2.8.2010 bearing endst.no.30016-30017A, under orders dated 21.7.2010 of HCJ.)

5. No man who has more than one wife living and no woman who is married to a man having already a wife living shall be eligible for appointment as a member of the High Court Establishment.

Appointment & Conditions of Service of Registrar

6. The appointment and conditions of service of the Registrar shall be regulated by the Registrar, High Court of Punjab and Haryana (Appointment and Conditions of Service) Rules, contained in the Schedule-III.

Joint Registrar

17. (i) Appointment to the posts of Joint Registrar shall be made by the Chief Justice either:

a) by selection out of the Deputy Registrars or Special Secretaries who are graduates:

OR

b) from amongst the Members of Punjab/Haryana Superior Judicial Service (in the rank of Additional District Judge) or Punjab/Haryana Civil service(Judicial Branch).

(ii) In case the post of Joint Registrar is filled from amongst the Deputy Registrars and Special Secretaries, their inter-se seniority shall not be disturbed.

Note:- If a Judicial Officer has been taken on deputation as Joint Registrar, he shall continue to draw his existing pay besides Secretariat/Special Allowance, if any, attached to the post.

[¹Rule 7(i) subs. Vide No. 553/Exc. Cell/V.Z. 27, dt. 11.12.92

[¹Rule 7. Vide No. 242/Exc. Cell/V.Z. 27, dt.10.9.08 Under orders of HCJ 8.9.08.

Rule 7. Vide No. 264/Exc. Cell/V.Z. 27, dt.23.11.09 Under orders of HACJ 19.11.09.

Special Secretary

8. Appointment to the post of Special Secretary shall be made by way of selection from amongst the Secretaries and Court Secretaries, having-experience as such for a minimum period of three years and who are graduates.

[¹ Rule 8(i)(a) subs. vide No. 429/E-I, dt. 30.7.91]

[² Rule 8(i)(c) deleted vide No. 546/E.I, dt. 18.12.89]

[³Rule 8(i)(b) deleted vide No.23.Exc.Cell/V.Z.27 dt.23/28.1.2004]

[Rule 8 vide No.242.Exc.Cell/V.Z.27 dt.10.9.08 under order of HCJ dt. 8.9.08.

Deputy Registrar 8-A The appointment to the post of Deputy Registrar shall be made by the Chief Justice either:-

(a) by selection from amongst the Assistant Registrars who are graduate and have experience of working as such for a minimum period of three years and the criteria framed for selection/ promotion to the post of Assistant Registrar shall be followed;

Or

(b) from amongst the members of Punjab/Haryana Superior Judicial Services or Punjab/ Haryana Civil Services (Judicial Branch).

[¹ Rule 8(ii)(b) subs. vide No. 546/E-I, dt. 18.12.89]

[¹ Rule 8.A vide No.242/Exc.cell dt. 10.9.08. under order dt. 8.9.08 of HCJ].

[¹ Rule 8.A vide No.155/Exc.cell dt. 15.9.10. under order dt. 13.9.10 of HCJ].

[¹ Rule 8.A vide No.258/Exc.cell dt. 1.12.11 under order dt. 29.11.2011 of HCJ].Rule 8-A amended vide No. 285 Exc Cell/ V.Z.27 , dated1.12.2011}

[¹ Rule 8.A amended vide Notification No. 34/Rule Cell dt. 04.04.2014 }

For the purpose of period between 01.12.2011 to 04.04.2014, Notification No. 258/Exc.Cell/V.Z.27 dated 01.12.2011, shall be treated to have remained in abeyance and resultantly, the effect of Notification dated 04.04.2014 shall relate back to 01.12.2011.

[¹ Rule 8.A corrigendum/addendum vide Notification No. 58/Rule Cell dt. 07.05.2014 }

Secretaries 18-B (i)By selection from amongst the Private Secretaries and Readers to the judges, who have experience of working as such for a minimum period of three years and are graduates.

(ii)The persons selected from the cadre of Private Secretaries shall be designated as Secretaries and the persons selected from the cadre of Readers shall be designated as Court Secretaries;

1. (iii)The Private Secretaries or Readers who are already promoted as Assistant Registrar or Deputy Registrars outside the cadre of their promotional posts but are yet to be confirmed, shall be eligible to give their options for being considered to the posts of Secretaries/Court Secretaries, as the case may be within fifteen days from the date of the notification dated 30.7.1991;

(iv) On promotion, the inter-se seniority of the Secretaries and Court Secretaries shall not be disturbed.

[¹ Rule 8(iii) subs. vide No. 429/E-I, dt. 30.7.91] [¹ Rule 8 B vide No. 242/Exc.cell, dt. 10.9.08 under orders dt.8.9.08 of HCJ]

Assistant Registrar 18-C

The post of Assistant Registrar shall be filled up by selection from out of the Superintendents Grade-I who are graduate and have experience of working as such for a period of three years.

The following criteria shall be followed for promotion to the post of Assistant Registrar:-

(i)	Service record	20 marks
(ii)	Higher qualifications:- M.A. – 1 Mark LL.B. – 2 Marks LL.M. – 1 Mark B.Tech.–2 Marks M.Tech – 1 Mark M.B.A. – 1 Mark	5 Marks
(iii)	Knowledge of Rules and practice to be assessed during the course of interview.	10 Marks
(iv)	Personality and general awareness to be assessed during the course of interview.	15 Marks

Service record of the officer of preceding 5 years shall be taken into consideration for assessing him for selection and awarding marks. Allocation of marks on the basis of service record shall be in the following manner:-

Remarks earned in ACR	Value
Outstanding (A+)	20 Marks
Very Good (A)	15 Marks
Good (B+)	10 Marks
Average/Satisfactory (B)	05 Marks
Below Average (C)	00 Marks

The total points earned by a candidate on account of his last five year ACRs will be divided by five and quotient will be the marks of the candidates.

Benchmark 25 Marks

Notwithstanding the minimum Benchmark, every candidate shall be required to appear in the interview for adjudging his overall suitability for the post. However, the existing seniority of the officers in the feeder cadre shall not be disturbed while making promotions.

[¹ Rule 8(iv) subs vide No. 546/E.I., dt. 18.12.89] [¹ Rule 8 C vide No. 242/Exc.cell, dt. 10.9.08 under orders dt.8. 9.08 of HCJ][Rule 8 C vide No. 144/Exc.cell, dt. 25.8.2010 under orders dt.24.8.10 of HCJ] [Rule 8 C vide No. 155/Exc.cell, dt. 15.9.2010 under orders dt.13.9.10 of HCJ] Rule 8-C amended vide No. 285 Exc Cell/ V.Z.27 , dated1.12.2011} {Rule 8.C amended vide Notification No. 34/Rule Cell dt. 04.04.2014}

For the purpose of period between 01.12.2011 to 04.04.2014, Notification No. 258/Exc.Cell/V.Z.27 dated 01.12.2011, shall be treated to have remained in abeyance and resultantly, the effect of Notification dated 04.04.2014 shall relate back to 01.12.2011.

[¹ Rule 8.C corrigendum/addendum vide Notification No. 58/Rule Cell dt. 07.05.2014 }

Court Manager- 8(C) (i) The post of Court Manager shall be filled from direct recruitment, as per following procedure:-

1) Eligibility:-

- (i) The minimum qualification for being eligible to apply for the post of Court Manager shall be B.Tech Computer Science/B.Tech IT with M.B.A (in regular/face to face mode excluding distance education) from a recognised university.

Candidates having passed Post Graduate Diploma in Business Administration (PGDBA), such as PGDBM, PGDHR, PGDIT etc shall not be eligible.

- (ii) The candidates may be shortlisted by any suitable criterion for written examination. A candidate has to secure a minimum of 45% marks to qualify for viva voce. Candidates equal to 3 times the number of advertised post shall be called for viva voce in order of merit.

2) Experience:-

Two years managerial experience in reputed organization having a reasonable turnover or standing. Preference will be given to the candidates having sufficient experience/ qualification in the field of Law.

3) Age:-

The candidate shall not be less than 25 years and more than 35 years of age on the last date of the receipt of applications.

Court Manager will be entitled to pay scale of Rs. 15600/- to 39100/- with grade pay Rs. 6600/-.

The service conditions of the Court Managers shall be governed by the Rules as may be adopted or applicable for the said post.

[¹ Rule 8(C)(i) added. vide Notification No. 236/Exc.Cell/V.Z.27 dt.24.08.2012]

[¹ Rule 8(C)(i) substituted. vide Notification No. 62/Rule.Cell/V.Z.27 dt.21.04.2015]

Superintendent Grade – I 8-D

The appointment to the post of Superintendent Grade-I shall be made by promotion/selection from amongst the Superintendent Grade-II and Revisors having worked as such for a minimum period of three years on the basis of seniority-cum-merit.

Provided that directly recruited Superintendent Grade-II shall be eligible for promotion only after completion of five years service as such.

[¹Rule 8(v) subs. vide No. 333/Exc. Cell/V.Z.27, dt.20/21.12.2000][¹Rule 8 D. vide No. 242/Exc. Cell/V.Z.27, dt.10.9.08 under order dt 8.9.08 of HCJ).Rule 8 D. vide No. 144/Exc. Cell/V.Z.27, dt.25.8.10 under order dt 24.8.10 of HCJ).[Rule 8 D. vide No. 155/Exc. Cell/V.Z.27, dt.15.9.10 under order dt 13.9.10 of HCJ).Rule 8-D amended vide No. 285 Exc Cell/ V.Z.27 , dated1.12.2011}{Rule 8.D amended vide Notification No. 34/Rule Cell dt. 04.04.2014}

For the purpose of period between 01.12.2011 to 04.04.2014, Notification No. 258/Exc.Cell/V.Z.27 dated 01.12.2011, shall be treated to have remained in abeyance and resultantly, the effect of Notification dated 04.04.2014 shall relate back to 01.12.2011.

[¹ Rule 8.D corrigendum/addendum vide Notification No. 58/Rule Cell dt. 07.05.2014 }

8-E Deleted [Rule 8-E inserted vide notification no.144/Exc.Cell/V.Z.27 dated 25.8.2010]

[Rule 8-E Deleted vide notification no.155/Exc.Cell/V.Z.27 dated 15.9.2010 under HCJ order dated 13.9.2010]

Reader to 9. (i) Appointment to the post of Reader to a Judge shall be made from the following sources:-

Judge

¹9. (i)(a) From amongst the Law Graduates members of the High Court Establishment serving in the grade not lower than the grade of Senior Assistant or its equivalent for a minimum period of 5 years.

²9. (i)(b) From amongst the Law Graduates working in the Courts of the District Judge in Punjab & Haryana and in Subordinate Courts having five years experience in a grade not lower than of 'B' Grade Assistant, Judgment Writer (Senior Grade) and Judgment Writer (Junior Grade)/Stenographer to the District Judge in the State of Punjab and Haryana;

²9. (i)(c) Superintendents Grade-II, Senior Assistants, Revisors, Translators and Senior Scale Stenographers serving in the High Court and the employees of Lower Courts in the States of Punjab, Haryana and Chandigarh (U.T.), working in the grade of Assistant, Judgment Writer (Senior Grade) and Judgment Writer (Junior Grade)/ Stenographer to the District Judge, who are graduate and have put in more than 20 years of service.

9. (ii) A list of approved candidates for the post of Reader will be prepared as a result of Competitive Examination confined to the sources mentioned in Sub-Rule (i) of this Rule and appointments shall be made in order of merit therefrom;

⁵9. (iii) The Chief Justice shall from time to time decide the number of candidates to be brought on the list as result of a single Competitive Examination. The syllabus for the examination shall be as follows:-

No.	Subject	Max Marks
31.	Written paper relating to knowledge of law and procedure as laid down in Civil Procedure Code, Criminal Procedure Code, Limitation Act, Court Fees and Suits, Valuation Act and Stamp Act together with the rules made by Government and High Court under these Acts and High Court Rules and Orders, Volume I, Volume III and Volume V relating to procedure of Courts	100
2.	Practical Test (Oral) regarding familiarity with records of the High Court and lower Courts and Registers maintained in the Judicial Department and by Readers.	10
43.	Oral examination <i>Shikasta</i> reading in languages of the lower Courts viz. Hindi and Punjabi, Special importance being attached to the ability of candidates to read <i>shikasta</i> .	10
4.	Viva Voce, including familiarity with law reports and other law books.	5
	Total	125

[¹Rule 9(i)(a) amended vide orders dt. 21.7.98 of Hon'ble the Chief Justice vide Notification No. 256, Exc. Cell/V.Z. 27, dt. 24.7.98]

[²Rule 9(i)(b) & 9(i)(c) amended. vide No. 268 Exc. Cell/V.Z.27 Dt. 5/12.10.2K][³Word Cri. P., added vide Notification No. 118 Exc. Cell/V.Z. dt. 28.4.95/9.5.95][⁴ Word 'Urdu' deleted vide No. 27 Exc. Cell., dt. 4/15/2/97][⁵ Rule 9(iii) amended vide No.232 Exc. Cell/VZ27, dated31.5.2004.}[⁶ Rule 9(iii) amended vide No. 113 Exc Cell/ V.Z.27 , dated24.4.2006} Rule 9(i) amended vide No. 197 Exc. Cell/VZ27, dated 23. 8.2012. ²Rule 9(i)(c) amended. vide No. 84 Rule Cell/V.Z.27 Dt. 29.05.2013}

Reader(Legal) 9-A (a) Appointment to the post of Reader(Legal) **to**
Judge shall be: -

- Quota:-**
- i) 80% by direct recruitment.
 - ii) 20% by promotion.

Note:- Employees eligible to be considered for promotion shall be from the following categories:-

- Employees of this Court in the grade not lower than that of Senior Assistant or its equivalent.
- Employees of Subordinate Courts of Punjab, Haryana and U.T., Chandigarh working in a grade not lower than 'B' grade Assistant.
- Judgment Writer (Senior Grade) and Judgment Writer (Junior Grade)/Stenographer to the District Judge.

(b) Qualification: *a) The candidate should possess at least 60% marks in English at Graduation level alongwith a degree in LL.B.

OR

b) The candidate should possess LL.B.(Hons) degree from The National Law School.

(c) Method of recruitment Applications for direct recruitment shall be invited through advertisement, issued in such manner as the Chief Justice may decide, on the prescribed proforma from the eligible candidates.

(d) Select List The candidates shall have to clear the prescribed competitive test.

A separate select list of successful candidates of each source, in order of merit, shall be prepared on the basis of total marks obtained in competitive examination including viva voce. However, promotion to the post of Reader (Legal) shall be made from the list which shall remain in force for a period of two years from the date of declaration of result and lapse thereafter.

(e) Seniority: *The seniority of Readers and Readers(Legal) will be joint for all purposes including promotion and will be governed by Rule 30 of these Rules. In case two or more candidates from both lines join on the same day, the candidate senior in age will rank senior.*

* [Amendment has been made vide notification No.240 Ex.Cell/V.Z.27 dt. 16.9.2009, under orders 28.8.09 of HCJ dt.23.7.2008.Rule9-A(a)(ii) amended vide notification No. 197 Exc. Cell/VZ27, dated 23.8.2012

Private Secretary

¹10. (1) Appointment to the post of Private Secretary shall be made:-

- (i) By selection from amongst the eligible Judgement-Writers on the basis of Seniority-cum-Merit, having worked as such for a minimum period of 3 years,
- (ii) Where eligible Judgement Writers are not available for appointment, by open competition.

(2) Only law Graduates shall be eligible for appointment to the post of Private Secretary.

Provided that graduate Judgement-Writers and a graduate Personal Assistant to the Registrar who have put in atleast two years' service as such shall be eligible for appointment to the post of Private Secretary even if they are not law graduates.

[¹ Rule 10(1) subs. vide No. 331, E.I., dt. 4.8.1988]

Judgement Writers

11. (1) Appointment to the post of Judgement Writers shall be made from the following sources:-

- a) Fifty percent posts of Judgement Writers shall be filled in by way of competitive examination from open market, subject to the following conditions:-
 - (i) No person shall be eligible for direct recruitment to the service if he/she is less than 21 years or more than 30 years of age. However, upper age limit will be relaxed up to 10 years for the candidates who are already working in Government departments/Semi Government departments /Corporations/Boards.
 - (ii) The candidate should be at least Graduate or equivalent thereto of a recognized university
 - (iii) The candidate should have proficiency in operation of Computers (Word Processing and Spread Sheets).
 - (iv) The candidate shall have to pass the test in English Shorthand at a speed of 120 W.P.M. and its transcription at 24 W.P.M. The test shall be of at least 10 minutes duration. No candidate shall be considered to have qualified the test, if he / she commits more than 5% mistakes.

The list of qualified candidates shall remain valid for a period of one year from the date of examination and shall lapse thereafter.

b) Fifty percent posts shall be filled in by promotion from amongst the Senior Scale Stenographers, having worked as such for a minimum period of 2 years in the High Court, on the basis of merit-cum-Seniority, and further subject to the following conditions :-

(i) Selected candidate should be at least Graduate or equivalent thereto of a recognized university.

(ii) The candidate should have proficiency in operation of Computers

(Word Processing and Spread Sheets).

[¹ Clause (a) & (b) of sub-rule (1) of Rule 11 amended vide Notification No. 272 Exc. Cell/V.Z. 27, dt. 12/18.10.2000][² Rule 11 amended vide notification No.174 Ex.Cell/V.Z.27 dt. 5.7.2008, under orders of HCJ dt.2.7.2008.[³ Rule 11 amended vide notification No.213 Ex.Cell/V.Z.27 dt. 29.7.2008, under orders of HCJ dt.23.7.2008.[Rule 11 amended vide notification No.85 Ex.Cell/V.Z.27 dt. 11.05.2010, under orders of Hon'ble Full Court vide order dt.20.04.2010. (Rule 11(1)(b) amended vide notification No197 Exc. Cell/VZ27, dated 23. 8.2012 {Rule 11(1)(a)(i) amended vide notification no. 114 Rule Cell/V.Z.27 dated 05.08.2016}]

Superintendent Grade – II ¹12. The appointment to the post of Superintendent Grade-II shall be made by promotion on the basis of seniority-cum-merit from out of the Senior Assistants having experience of a minimum period of three years.

Provided that 10% (ten per cent) posts in the cadre of Superintendent Grade-II shall be filled by direct recruitment from amongst the candidates possessing a certificate of passing State Accounts Services Examination of Punjab or Haryana or who are qualified Chartered Accountant/ Company Secretary/Cost and Works Accountant. Such candidates shall not be less than 35 years of age with two years relevant experience in a Government Department

or

'an organisation of repute' which includes Public Sector Undertakings, Public Limited Companies (both Government and Private Sector), Boards & Corporations of (any) Government, recognized Universities and all autonomous institutions.

[¹Rule 12(i) subs. vide No. 280 E.I., dt. 6.7.92] Rule 12(i) subs. vide No. 258 Excl dt. 1.12.2011] Rule 12. amended vide Notification No. 34/Rule Cell dt. 04.04.2014 }{Rule 12 amended vide notification no. 114 Rule Cell/V.Z.27 dated 04.05.2017}

For the purpose of period between 01.12.2011 to 04.04.2014, Notification No. 258/Exc.Cell/V.Z.27 dated 01.12.2011, shall be treated to have remained in abeyance and resultantly, the effect of Notification dated 04.04.2014 shall relate back to 01.12.2011.

[¹ Rule 12 corrigendum/addendum vide Notification No. 58/Rule Cell dt. 07.05.2014 }

12. (ii) Deleted vide notification No. 197 Exc. Cell/VZ27, dated 23.8.2012

[Rule 12(ii) subs. vide No. 429 E.I., dt. 30.7.91]

12. (iii) Deleted vide notification No. 197 Exc. Cell/VZ27, dated 23. 8.2012

Secretary to Registrar General ¹13. Secretary to Registrar General shall be selected from amongst the Secretaries working on the Establishment of the High Court.

[¹Rule 13 subs. Vide notification No. 197 Exc. Cell/VZ27, dated 23. 8.2012]

Senior Scale Stenographers ¹14. (1) Posts of Senior Scale Stenographer will be filled in the following manner:-

a) Seventy five percent posts of Senior Scale Stenographers shall be filled in by competitive examination from amongst the Graduates from open market.

b)Twenty five percent posts shall be filled in by promotion from amongst the

graduate Steno-typists, having worked as such for a minimum period of 2 years in the High Court, on the basis of merit-cum-Seniority.

(i) No candidate shall be eligible to apply for the post of Senior Scale Stenographers unless he holds a degree of Bachelor of Arts or Bachelor of Science or equivalent thereto of a recognised University and has proficiency in operation of Computers (Word Processing and Spread Sheets).

(ii) Select list of candidates passing the test at a speed of 100 w.p.m. in English Shorthand and 20 w.p.m. in transcription of the same shall be prepared in order of their merit. Appointments to the post of Senior Scale Stenographers shall be made as the vacancies arise in the prescribed lists which shall remain in force for a period of one year from the date of examination and shall lapse thereafter.

Provided that no candidate shall be considered to have qualified the test, if he/she commits more than 4% mistakes.

² No person shall be eligible for direct recruitment to the service if he/she is less than 21 years or more than 30 years of age. However upper age limit will be relaxed upto 10 years for the candidates who are already working in Government departments / Semi Government departments / Corporations / Boards.

[¹Rule 14 amended vide Notification No. 14 Exc. Cell/V.Z. 27, dt. 11.1.95/21.1.95] [²The words, "the graduates" inserted in sub-clauses (a) & (b) of clause (i) of sub-rule (1) of Rule 14 vide No. 81 Exc.Cell. V.Z.27, dt. 3/5.4.95]

[³Sub-clause (b) of Clause (i) of sub-rule (1) of Rule 14 amended vide Notification No. 209 Exc. Cell./V.Z. 27, dt. 13/20.7.2000] [² Rule 14 amended vide notification No.174 Ex.Cell/V.Z.27 dt. 5.7.2008, under orders of HCJ dt.2.7.2008. [² Rule 14 amended vide notification No.290 Ex.Cell/V.Z.27 dt. 29.11.2008, under orders of HCJ dt.25.11.2008. {Rule 14 amended vide notification No.197 Excl. Cell V.Z.27 dated 23.8.2012} {Rule 14(1)(ii) amended vide notification no. 114 Rule Cell/V.Z.27 dated 05.08.2016}]

Librarian

¹**15.** The essential qualifications for the post of Librarian shall be as under:-

- i)** Master's degree in Library Science/Information Science Documentation with at least fifty five per cent marks or its equivalent grade and a consistently good academic record;
- ii)** Atleast 10 years' experience as Deputy Librarian in a reputed Library preferably the one dealing with law books and journals, etc.;
- iii)** Evidence of innovative library service and organisation of published work; and
- iv)** A degree of LL.B/Experience of computerization in Library will be preferential qualification.

[¹Rule 15 subs. vide notification No. 471 Exc. Cell/V.Z. 27, dt. 9.12.94/21.12.94]

Assistant Librarian

¹**15-A. Qualifications:**

Master's/Bachelor's degree in Library Science or an equivalent professional degree with consistently good academic record.

Mode of Recruitment:

By way of inviting applications from the officials of this Court and by way of direct recruitment.

Mode of Selection:

Seniority-cum-merit and performance of the candidate in the interview subject to the condition that these posts shall be ex-cadre and on account of appointment to these posts none will be deemed to have become senior to those officers/officials who are senior to them in the general seniority and they would not have any preferential claim for further promotion in general line on account of their such appointment.

[¹Rule 15-A inserted vide notification No. 254 Exc. Cell/V.Z. 27, dt. 12.9.2001/21.9.2001]

Rule 16 Senior Assistant

The posts of Senior Assistants shall be filled in the following ratio:-

- (1) 80% - By Promotion from amongst the Junior Assistants working on the establishment of this Court on the basis of seniority-cum-merit.
- (2) 20% - By Direct Recruitment.

Qualifications/Experience for direct recruitment:-

- (i) **Age:** The candidate should not be less than 25 years or more than 35 years of age on the last date of submission of applications.

Provided that there shall be no age limit for the employees working on the Establishment of the High Court.

- (ii) **Educational Qualification:** The candidate must have passed graduation in any stream with minimum 55% marks.

Preference shall be given to the candidates possessing qualifications of LL.B., M.Com, M.C.A., M.B.A., M.Tech., Degree/Diploma of Secretarial Practice, Diploma in Personnel Management, Post Graduate Diploma in Computer Science or Computer Applications.

- (iii) **Experience:** The candidate must have experience of three years in 'Office Administration' which *includes identification of office activities which are to be performed individually or with group by adequate supervision and also co-ordinating the activities of different individuals, providing necessary facilities like stationary, equipment etc. to enable the other persons in the office to perform their work efficiently;*

or

'Secretarial Practice' in a Government Department which inter-alia, includes the ability to handle the office correspondence, practical knowledge about the system of maintaining office including handling/indexing of files, handling of office equipments, computer, e-mail, Intranet, Internet etc. and working with computers;

or

in any 'organization of repute' which includes Public Sector Undertakings, Public Limited Companies (both Government and Private Sector), Boards & Corporations of (any) Government, recognized Universities and all autonomous institutions.

- (iv) **Test:**

- (a) The candidates short-listed on the basis of criteria to be fixed from time to time, including the result of objective type test, shall have to appear in the written examination of three hours duration in the following subjects:-

Subject	Max.Marks	Pass Marks
English Language	100	50
Office Nomenclatures and Secretarial Practice	40	20
Hindi/Punjabi	50	25
General Studies	50	25
Total	240	120

(b) **Computer Test:** The candidates shall also have to pass the test of proficiency in computer operations (Word Processing and Spread Sheets) at a speed of 30 W.P.M. It would be a qualifying test.

(c) **Viva Voce:** The candidates shortlisted after the written examination and computer test will have to appear for interview which shall be of 60 marks and shall include upto 10 marks towards weightage for higher qualifications mentioned in clause (ii) earlier.

Provided that there shall be minimum 4 marks for acquiring one higher educational qualification as mentioned in Rule 16(ii). For more than one higher educational qualifications, the committee concerned may deliberate at the time of viva-voce.

(v) **Select List:** A select list of successful candidates, in order of merit, shall be prepared on the basis of total marks obtained in written test and viva-voce and the appointments shall be made therefrom against the vacancies meant for direct recruitment. The select list shall remain alive for a period of one year for the purpose of filling up advertized vacancies only.

(vi) **Seniority:** The seniority of directly recruited Senior Assistant vis-à-vis promotee Senior Assistants shall be determined from the date of joining/date of promotion as Senior Assistant, as the case may be.

(vii) **Fee:** The candidates will have to pay such fee and in such manner as the Chief Justice may determine. Different rates of fee may be fixed for different categories of candidates.

[¹Rule 16(i) subs. vide No. 280 E.I., dt. 6.7.92] [²Rule 16(ii) deleted vide orders dt. 21.7.98 of Hon'ble C.J. vide notification No. 256 Exc. Cell/V.Z. 27, dt. 24.7.98] Rule 16 subs. vide No. 258., dt. 1.12.2011} Rule 16 amended vide Notification No. 34/Rule Cell dt. 04.04.2014 }{Rule 16 (iii) & 16 (iv)(c) amended vide notification no. 114 Rule Cell/V.Z.27 dated 04.05.2017}

For the purpose of period between 01.12.2011 to 04.04.2014, Notification No. 258/Exc.Cell/V.Z.27 dated 01.12.2011, shall be treated to have remained in abeyance and resultantly, the effect of Notification dated 04.04.2014 shall relate back to 01.12.2011.

[¹ Rule 16 corrigendum/addendum vide Notification No. 58/Rule Cell dt. 07.05.2014 }

16(i)(a) The post of Assistant(Technical) shall be filled up by promotion amongst the Restorer(Technical) having 10 years of service as Restorer(Technical).

Rule 16(i)(a) inserted vide notification No.253 Ex.Cell.V.Z.27 dt,28.8.09/27.10.09.

Revisors ¹⁷. Revisors shall be appointed from out of the Translators on Seniority-cum-Merit basis having an experience of working as Translators for a minimum period of three years and who are graduates provided that before a translator is promoted to the post of Revisor he must have worked for a period of not less than six months in any capacity in the General line establishment.

[¹Rule 17 subs. vide No. 429 E.I. dt. 30.7.91]

Translators ¹18. (1) Translators shall be appointed from the following sources:-

- i) 50% by competitive examination from open market and
- ii) 50% from the establishment of the High Court by the competitive examination, confined to the members of the said Establishment.

NOTE: (a) Appointment to the vacancies of the Translators shall be made alternately from the merit list prepared from the open market candidates, on the hand, and the High Court Establishment candidates, on the other hand.

Eligibility (2) The following shall be the qualifications for the eligibility of the vacancies of Translators:-

(i) For appointment from the open market, no candidate shall be eligible to appear in the Competitive Examination unless he holds a degree of Bachelor of Arts or Bachelor of Science or equivalent thereto of a recognised University with a minimum of 55% marks, relaxable in case of Scheduled Castes, Scheduled Tribes and Backward Classes to 50%.

(ii) For appointment from the High Court Establishment Graduate members who have put in five years of service in the Establishment of the High Court shall be eligible to appear in the competitive examination upto a maximum of three chances.

NOTE: (a) The knowledge of Urdu language would be considered as an additional qualification.

(3) The syllabus for the written competitive examination for recruitment to the vacancies of Translators shall consist of the following subjects:

The maximum and the qualifying marks fixed for each subject are shown as under:-

No.	Subject	Maximum Marks	Qualifying Marks
1.	English Composition	100	33%
2.	Translation into English (a) Civil Judgments. (b) Criminal Judgments. (c) Newspaper Article.	50	33%
3.	Reading of manuscript from some Judicial file.	50	33%
4.	Hindi in Devnagri script of Matric Standard.	50	33%
5.	Punjabi in Gurmukhi script of Matric Standard.	50	33%
6.	Type writing with a minimum speed of 30 w.p.m.	50	33%

No candidate shall be considered to have qualified in the competitive written examination unless he obtains 50% marks in aggregate and qualifying marks in each subject.

4) A select list of successful candidates in order of merit shall be prepared as a result of one single competitive examination. The appointment to the vacancies of Translators shall be made as the vacancies arise from the list which shall remain in force for a period of two years from the date of examination, and lapse thereafter.

[¹Rule 18 subs. vide No. 309 E.I./V.Z.27, dt. 24.6.87]

Junior Assistants- Rule 18-A:-

Vacancies in the cadre of Junior Assistants shall be filled up by placement to the extent of 100% out of the Clerks who have an experience of working as such for a minimum period of 5 years at the time of placement on the basis of seniority-cum-merit.

Note:- The posts of clerks shall be bifurcated into posts of Clerks & Junior Assistants in the ratio of 50:50 and the posts of Junior Assistants are to be filled up as per conditions laid down in Notification No. 7/1/97-FP1/8978 dt. 4.9.2000 of the Punjab Govt.

{ Rules Inserted vide notification No. 197 dated 23.8.2012 }

Clerks

19(1) Appointment to the posts of Clerks shall be made either by direct recruitment or by designating the officials from the High Court Establishment in accordance with the provisions laid down hereunder.

⁹**(2)** The direct recruitment to the post of Clerks shall be regulated as under:-

i) Applications shall be invited through advertisement, issued in such manner as the Chief Justice may decide, on the prescribed proforma from the eligible candidates. The candidates will have to pay such fees and in such manner as the Chief Justice may determine and different rates of fees may be fixed for different categories of candidate.

ii) ⁸No candidate shall be eligible to apply for the post of a Clerk unless he holds a degree of Bachelor of Arts or Bachelor of science or equivalent thereto of a recognised university and has proficiency in operation of Computers (Word Processing and Spread Sheets).

iii) The candidates may be shortlisted on the basis of any criteria, including the result of objective type test.

⁷iv) The candidates shortlisted shall have to appear in an examination of 3 hours duration, in the following subjects.

Sr. No.	Subject	Maximum Marks
1.	English Composition	150
2.	General Knowledge	50
3.	Précis Writing	50
4.	Hindi (Devnagri Script) OR Punjabi (Gurmukhi)	50

⁷v) No person shall be considered to have qualified in the written examination unless he obtains at least 40% marks in the aggregate and minimum 33% marks in each subject.

vi) Out of the candidates who qualify the written examination, the Chief Justice may further shortlist the candidates to be called for the typing/ computer test, and also for *viva voce*. The candidates shortlisted, after the written examination and typing / computer test will have to appear for a *viva voce* test which shall be of 50 marks.

Provided that no candidate shall be called for *viva voce* unless he/she qualifies the typing/computer test (English) with a minimum speed of 30 w.p.m.

¹Provided that all the physically incapable candidates who produce the Medical Certificate from the Civil Surgeon of the District to which he/she belongs certifying that he/she is physically incapable of type/computer writing shall be exempted from qualifying the aforesaid type/computer test.

²Provided further that no candidate shall be considered to have

qualified the type/computer test, if he/she commits more than 10% mistakes.

vii) A select list of successful candidates, in order of merit, shall be prepared on the basis of total marks obtained in main combined written test and *viva voce*. The appointment to the posts of Clerks shall be made in the order of merit, as the vacancies arise, from the list which shall remain in force for a period of two years from the date of publication of result and lapse thereafter. In case two or more candidates obtain equal marks after the result of written test and *viva voce*, then the candidates who is elder in age will rank senior.

viii) The result shall be published in such manner as the Chief Justice may decide.

(3) Unless the Chief Justice relaxes the requirement of any of the Provisions of sub-rule (2) of rule 19 in exercise of the powers vested in him by rule 38, the minimum qualifications for the posts of Clerks shall be same as provided in sub-rule (2).

Provided that no person shall be eligible to be recruited as a Clerk unless he possesses Educational qualification both in Hindi or Punjabi upto matriculation standard or its equivalent.

⁴**NOTE – II :** 10% of the posts shall be filled by persons possessing a degree of bachelor of Commerce preference being given to Chartered Accountants and those possessing degree of Master of Commerce.

Explanation: An applicant already in Government Service other than in the service of the High Court shall be required to produce permission in writing from the Head of the Department to appear in the Competitive Examination before he is allowed to sit therein.

⁵**(4)** Every third vacancy in the cadre of Clerks occurring after 2.5.1995 may be filled up by designating the Supervisors/Restorers working in this Court possessing the following qualification/experience.

i) Graduate of a recognised University with 2 years service as Supervisor/Restorer on the establishment of this Court.

OR

ii) Matriculates of a recognised University/Board or its equivalent with five years service as Supervisor/Restorers on the establishment of this Court.

Provided that the eligible Supervisors/Restorers shall have to undergo practical test of having basic knowledge of computer including word processing at the speed of 30 w.p.m. and spread sheets.

Provided that all the physically incapable candidates who produce the Medical Certificate from the Civil Surgeon of the District to which he/she belongs certifying that he/she is physically incapable of typing shall be exempted from qualifying the aforesaid test.

Provided further that no Supervisor or Restorer shall be considered to have qualified the test, if he commits more than 10% mistakes.

⁶NOTE: (i) A panel of eligible Supervisors/Restorers who qualify the test shall be maintained for making appointments to the vacancies of their quota. The first panel shall be prepared after holding a test on such date as may be deemed appropriate by the Hon'ble Chief Justice and thereafter regular tests shall continue to be held in January and July in each year and the names of those qualifying the tests shall continue to be added in the panel having due regard to their seniority. The Panel so prepared shall never lapse and senior employee passing the test at the subsequent stage would jump over his juniors who have passed the test earlier but are awaiting their turn, for appointment.

⁶(ii) The eligibility of the candidate for taking the test shall be determined as on 31st December and 30th June respectively.

(iii) The posts of Clerks, which remained unfilled on account of non-acceptance of promotion by the Restorers/Supervisors, shall be filled up by the next eligible Restorers/Supervisors.

¹⁰19(4)(iii) Graduate Restorers/Supervisors with 4 years experience and Matriculate Restorers/Supervisors with 7 years experience shall be considered eligible for designation to the posts of clerks in the 33% quota (i.e. every third vacancy) in the cadre of clerks reserved for them.

The above said quota shall be filled, half by Restorers/Supervisors on the basis of 4/7 years experience without test and half from Graduate/Matriculate with 2/5 years experience on the basis of test.

⁶19. (5)(i) All regular vacancies of Clerks shall be filled in from the two sources by rotation i.e. first two vacancies shall be filled in from source (I) i.e. appointment by way of direct recruitment and the next one vacancy from source (II) i.e. appointment by way of designation, from amongst eligible Supervisors/Restorers from the High Court Establishment.

Provided that all vacancies of one source may be filled in from the other by making appointments on adhoc basis till the appointments of candidates from the source to which the vacancies belong, subject to the condition that the persons appointed on adhoc basis will not be entitled to claim seniority on the basis of such appointment.

⁶(ii) The seniority inter-se of the Clerks shall be determined by the order in which they are appointed on regular basis.

[¹Proviso added vide No. 61 E.I./V.Z.27, dt. 2.2.90] [²Proviso added vide No. 258 Exc. Cell./V.Z.27, dt. 27.5.92] [³Proviso added vide No. 89 Exc. Cell. /V. Z. 27, dt. 8.3.94] [⁴Proviso added vide No.492-A,Exc.Cell/V.Z.27,dt.8.12.1993]

[⁵Rule 19(4) amended vide Notification No. 161, Exc. Cell, dt. 2.5.95/1.6.95]

[⁶Note (i),(ii), Rule 19(5)(i)(ii) added vide No. 302 Exc. Cell/V.Z. 27, dt. 13/15.11.95]

[⁷Rules 19(2)(iii) & 19(2)(iv) amended vide Notification No. 269 Exc. Cell / V.Z. 27, dt. 23.9.2002/3.10.2002]

{Clause (iii) of Rule 19 (4) amended vide notification no. 114 Rule Cell/V.Z.27 dated 05.08.2016}

{Clause (iii) of Note appended below Rule 19 (4) amended vide notification no. 114 Rule Cell/V.Z.27 dated 05.08.2016}

{⁶Rule 19(2)(i) amended vide Notification No.255/Exc Cell/V.Z. 27 dt. 06.09.06}

{⁹Rule 19(2) has completely been substituted by new one vide Notification No. 13/Exc Cell /V.Z.27 Dated 15.01.07 }

{¹⁰ Rule19(4)proviso clause & note i & ii amended & to incorporate new sub rule 19(4)(iii) vide Notification No.75/Exc.Cell/V.Z.27 dt.15.3.08}

(Rule 19 (4) amended vide notification No.135 dated 2.8.2010 bearing endst.no.30016-30017A, under orders dated 21.7.2010 of HCJ.)

[Rule 19(2) amended vide Notification No. 159, Exc. Cell, dt. 7.10.10 HCJ order dated 7.10.2010]

[Note (iii) added in Rule 19(4) vide notification no. 127, Exc. Cell/V.Z.27 dated 24.5.2011 under the orders of Hon'ble the Acting Chief Justice]

[Rule 19(1), 19(4), 19(4)(iii) and 19(5)(i) amended vide Notification No. 03 Rule Cell/V.Z.27 dated 25.01.2017

Steno-typists

¹19-A (1) Recruitment to the posts of Steno-typists shall be made by direct appointment and by selection from the High Court Establishment in the ratio of 2:1 in accordance with the provisions laid down hereunder:-

(i) No candidate shall be eligible to apply for the post of Steno-typist unless he holds a degree of Bachelor of Arts or Bachelor of Science or equivalent thereto of a recognised University and has proficiency in operation of Computers (Word Processing and Spread Sheets).

³ (ii) Select lists of candidates of the two categories passing the test at a speed of 80 w.p.m. in English Shorthand and 20 w.p.m. in transcription of the same shall be prepared in order of their *inter-se* merit, in their own category, as a result of one single test. Appointments to the post of Steno-typist shall be made as the vacancies arise in the ratio prescribed from the lists which shall remain in force for a period of one year from the date of examination and shall lapse thereafter.

Note – (1) The 1st, 4th, 7th and so on vacancies shall go to the High Court Establishment provided that, if no candidate of that category is available on the panel, the roster point shall automatically fall to the available candidates of the other category without any benefit of carry forward. Conversely, if no candidate of the direct category is available to fill the 2nd, 3rd vacancy of their share and so on, their roster point shall automatically fall to the available candidate of the other category without any benefit of carry forward.

(2) Their *inter-se* seniority shall also be determined in the order in which they have been appointed in accordance with the provisions of Note – I above.

[¹Rule 19-A inserted vide Notification No. 15 Exc. Cell/V.Z. 27, dt. 11.1.95/21.1.95]

{² Rule 19-A(1)(i) amended vide Notification No.255/Exc Cell/V.Z. 27 dt. 06.09.06}

{³ Rule 19-A(1)(ii) amended vide Notification No.294/Exc Cell/V.Z. 27 dt. 06.11.06}

{³ Rule 19-A(1)(ii) amended vide Notification No. 66/Rule Cell/V.Z.27 dt. 07.05.13}

{³ Rule 19-A(1)(ii) amended vide Notification No. 47 Rule Cell/V.Z.27 dt. 17.02.17}

- Supervisor Record Room** 20. No person shall ordinarily be designated Supervisor Record Room unless he has passed the Matriculation/Higher Secondary Part – I Examination of a recognized University.
- { Rule 20 amended vide Notification No. 168 Rule Cell/V.Z.27 dt. 27.09.2017 }*
- Supervisor of Drivers** ¹20. (1)(a) Appointment to the post of Supervisor of drivers shall be made by promotion from out of the Drivers on Seniority-cum-Merit basis.
- Drivers** ¹20. (1)(b) Appointment to the post of Driver shall be made by direct recruitment. The candidate should possess following academic qualifications/requirements:-
- i) the candidate should at least be middle pass with Punjabi/Hindi as one of the subjects.
 - ii) he should possess a valid licence of L.T.V.
 - iii) he should not have been convicted of any offence for negligent driving and should have a minimum of two years experience of driving of car.
- [¹Rule 20(1)(a) & 20(1)(b) inserted vide Notification No. 9 Exc. Cell/V.Z. 27 dated 10.12.97/17.1.98]*
- Restorers** ¹21. (1) Appointment to the posts of Restorers shall be made in two ways, i.e. by direct recruitment through a competitive test and by promotion from amongst the eligible Class IV employees of this Court, in accordance with the provisions laid down hereunder:-
- (2) The direct recruitment to the posts of Restorers shall be regulated as under:-
- “i) The vacancies to be filled in by direct recruitment through a competitive test shall be advertised in a newspaper having wide circulation in the region, inviting applications on the prescribed proforma from the eligible candidates which shall be submitted by the candidates of General Category and Reserved category in the name of Registrar General of this Court, accompanied by a fee order of ` 200/- and ` 100/- respectively.
 - ii) An applicant must have passed 10+2 from the Central Board of School Education or from any recognised Education Board.”

iii) Eligible employees of this Court can apply and compete in the open test for direct recruitment.

²iv) 10% posts in the direct recruitment shall be filled in from amongst the Scheduled Caste/Scheduled Tribe/Backward Class candidates. As per the roster fixed, 10th, 20th and 30th vacancies shall go to the SC, ST and BC candidates respectively.

v) The competitive test shall be of 100 marks out of which there shall be written test of 30 marks, practical test of 30 marks and interview of 40 marks. The candidate who secure minimum 40 per cent marks in the written test shall only be eligible for the practical test and interview. The final selection would be made on the basis of practical test and interview.

21(3) Every second vacancy in the cadre of Restorer occurring on or after 15.2.2010 shall be filled up by promotion on the basis of 'seniority-cum-merit' from amongst the Class IV employees who are Matriculate or possess higher educational qualifications and have minimum 3 years experience after furnishing proof of acquiring higher qualification

Provided that in every process of promotions from Class-IV employees to the post of Restorer, the vacancies will be filled 50% by Graduate Class IV employees and 50% by Matriculate Class IV employees

Note:- On promotion from amongst the Class IV employees, the Restorers within three months of promotion shall undergo a Basic Computer Training Programme with special emphasis on proficiency in computerization, spread sheet and knowledge of internet for one month before or after court hours daily in working days from 8.30 AM To 9.30 AM or from 5.00 PM to 6.00 PM or as per convenience of the Computer Branch.

The above note shall have retrospective effect from 11.08.2017.

21(4) The post of Restorer(Technical) shall be filled up amongst the Peon(Technical) having 10 years of service as Peon(Technical).

[¹ Rule 21, 21(i) and its Proviso substituted by new Rule 21, vide Notification No. 153 Exc. Cell/V.Z.27, dt. Chandigarh the 2/17.4.98]

[² Addition made in Rule 21(2)(iv) vide No. 329, Exc. Cell/V.Z. 27, dt. 22/24.9.98 withdrawn vide Notification No. 244 Exc. Cell/V.Z. 27, dated 18/25.9.2000]

Rule 21(4) inserted vide notification No.253 Ex.Cell.V.Z.27 dt,28.8.09/27.10.09.

Rule 21(3) amended vide notification No.148 Ex.Cell.V.Z.27 dt,28.8.10 under orders dt.27.8.10 of HCJ.

Rule 21(2) (i) and) II)amended vide notification No.83 Ex.Cell.V.Z.27 dt,30.3.2012 under orders dt.26.3.2012 of HFC.

{Rule 21(3) amended vide notification no. 114 Rule Cell/V.Z.27 dated 05.08.2016}

{Rule 21(3) amended vide notification no. 216 Rule Cell/V.Z.27 dated 13.10.2017}

Book Binder ¹**22. (1)** The minimum qualification for the post of Book Binder shall be Matric pass and two or three year National Trade Certificate/National Apprenticeship Certificate including five years experience.

(2) There shall be one post of Supervisor (Book Binding Section).

(3) Suitable persons shall be appointed by promotion from amongst the Book Binders to the posts mentioned in sub-rule (2) on Seniority-cum-Merit basis.

[¹ Rule 22(1) amended vide Notification No. 24, Exc. Cell, dt. 23.1.95/3.2.95]

¹ Rule 22(2) amended vide Notification No. 48 Rule Cell, dt. 17.02.2017]

USHER ¹**22-A** Appointment to the post of Usher on the Establishment of the High Court shall be made by promotion from the cadre of Peon on the basis of selection by taking a block of three senior-most officials.

DAFTRI ¹**22-B** Appointment to the post of Daftri shall be made by promotion from the cadre of Peon on the basis of Seniority-cum-Merit.

**PEON/
CHOWKIDAR/
MALI/ SAFAI
SEWAK/ FRASH** ¹**22-C** **METHOD OF RECRUITMENT:**

(i) By direct recruitment; or

(ii) By transfer from Subordinate Courts or Offices, of the Governments of States of Punjab, Haryana and U.T., Chandigarh.

(iii) By way of absorption from amongst the contractually employed peons under "The Retired Judges' Domestic Help Rules, 2009 " subject to fulfillment of eligibility conditions, length of experience as per the Rules ibid.

QUALIFICATION:

(i) For the Post of Peon:- Middle Standard or its equivalent from a recognized School Education Board or on attaining eligibility under the Retired Judges' Domestic Help Rules, 2009.

(ii) For the Post of Chowkidar:- Middle Standard Pass or its equivalent from a recognised School Education Board/Institution.

(iii) For the Post of Mali/Safai Sewak/ Frash:- Knowledge of Hindi and regional language.

AGE:

Candidate should not be less than 18 years and not more than 35 years of age.

**PEON
(TECHNICAL):-** **AGE & QUALIFICATION FOR INITIAL RECRUITMENT
TO THE POST OF PEON(TECHNICAL):-**

(a) **Age:** The candidate should not be less than 20 years of age and not more than 35 years. Upper age limit shall be relaxed upto 5 years for the candidates who belong to SC/ST & BC categories. However, in the case of peons to be recruited under Rule 22(c)(iii) above, there shall be further relaxation of age upto 10 years.

(b) **Minimum Qualification:-** Matric with I.T./Diploma/Certificate or Vocational Course in AC-cum-Refrigeration Mechanic, Electrician, Carpenter, Plumber etc. from a recognised Institute. Due weightage shall be given to the experienced candidates.

PROCEDURE FOR DIRECT RECRUITMENT:

Applications shall be invited through advertisement in a newspaper which has wide circulation in the region, on the prescribed proforma from the eligible candidates to be submitted to the Registrar accompanied by fee in the form of Postal Order/Demand Draft worth Rs. 50/- for general category, Rs. 25/- for reserved categories of S.C., S.T. and B.C. For dependents of the Ex-servicemen, who are disabled/deceased during active operation, there will be no fee.

In the case of Mali/Safai Sewak/ Frash, appointment shall be made from out of the candidates possessing knowledge of regional language and on the basis of their experience in respective fields adjudged by the performance in the interview to be held by Hon'ble the Chief Justice or by an Hon'ble Judge/ an Officer nominated by his Lordship.

[¹ Rules 22-A, 22-B and 22-C inserted after existing Rule 22, vide Notification No. 258 Exc. Cell/V.Z.27, dt. 22.9.2000/3.10.2000].

Rule 22-C (iv) inserted vide notification No.253 Ex.Cell.V.Z.27 dt,28.8.09/27.10.09.

Rule 22-C amended vide notification No.01 Ex.Cell.V.Z.27 dt,17.1209/08.01.10.

[Rule 22-C amended vide notification no. 200/Exc.Cell/V.Z.27 dt. 15.11.2010 under HCJ orders dated 9.11.2010]

Reservation ¹23-A. 1. 10% posts on the Establishment of this Court filled by direct recruitment shall be reserved for the members of the Scheduled Castes/Scheduled Tribes/Backward Classes and 5% posts shall be filled in from amongst the Ex-Service men.

2. (i) 3% posts shall be reserved for persons with disabilities of (a) blindness and low vision, (b) deaf and hard of hearing (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy (1% each) and 1 % for persons with disabilities of (d) autism, intellectual disability, specific learning disability and mental illness (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each of the disabilities, respectively.

Provided that the reservation in promotion shall be in accordance with such orders as may be passed by the Chief Justice from time to time.

Provided further that the Chief Justice may having regard to the type of work carried out in the establishment, as the case may be, by notification and subject to such conditions, if any, as may be specified in such notification exempt any branch from the provisions of this Clause.

(ii) Where in any recruitment year any vacancy cannot be filled up due to non-availability of a suitable person with benchmark disability or for any other sufficient reasons, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable person with benchmark disability is not available, it may first be filled up by interchange among the five categories and only when there is no person with disability available for the post in that year, the vacant post(s) shall be filled up by appointment of a person, other than a person with disability;

Provided that if the nature of vacancies in the establishment is such that a given category of person cannot be employed, the vacancies may be interchanged among the five categories with the prior approval of the Chief Justice.

(iii) The Chief Justice may, by notification, provide for such relaxation of upper age limit for employment of persons with benchmark disability, as he thinks fit.

3. (i) The posts shall be identified in the establishment which can be held by respective category of persons with benchmark disabilities (as specified in the Act), in respect of the vacancies reserved in accordance with the provision of Clause 2 above.

(ii) An expert Committee shall be constituted with representation of persons with benchmark disabilities for identification of such posts; and

(iii) Periodic review of the identified posts shall be undertaken at an interval not exceeding three years.

4. 5% vacancies in the cadre of peons occurring in a year shall be reserved for absorption of contractually employed domestic helps under the Retired Judges' Domestic Helps Rules, 2009"

Note:-The amendment/insertion made in Clauses 2 and 3 above in view of 'The Rights of Persons with Disabilities Act, 2016 (49 of 2016), shall take effect from the date of its notification.

[¹Rule 23-A amended vide Notification No. 270 Exc. Cell / V.Z.27, dt. 23.9.2002/3.10.2002]

[Rule 23-A amended vide notification No.01 Ex.Cell.V.Z.27 dt,17.1209/08.01.10.]

[Rule 23-A(I) amended vide Notification No. 203 Exc.Cell/V.Z.27 dt. 31.11.2010 under orders dt. 30.11.2010 of HCJ]

[Rule 23-A amended vide Notification No. 150 Rule Cell/V.Z.27 dated 04.08.2017]

Probation ¹23(1) Every person appointed to a post by promotion or by

direct recruitment shall be on probation for a period of one year.

Provided that the period of probation may in the case of any particular person be reduced by order of Hon'ble the Chief Justice or extended from time to time, expressly or impliedly, so that the total period of probation, including extension, if any, does not exceed two years.

Explanation: The period of probation shall be deemed to have been extended impliedly if any employee is not confirmed on the expiry of his period of probation.

(2) Hon'ble the Chief Justice may dispense with the services of any person without assigning any cause or revert him to his lower post, if any, during the period of probation.

(3) The completion of the maximum period of probation of 2 years would not confer on him the right to be confirmed till there is a permanent vacancy in the cadre.

[¹ Rule 23 amended vide No. 162 E.I. dt. 2.5.1994/20.5.94]

Promotion

24. Promotion in the High Court Establishment from one grade to the next higher one shall except in cases where competitive examination is prescribed, be by selection and no one shall have a right to claim promotion.

Service record of the Officers/Officials for preceding 5 years shall be taken into consideration except for the posts for which a specific criteria for promotion is laid down.

The Officers/Officials should have earned at least three 'Good' reports in his ACRs in last 5 years without any entry of 'doubtful integrity' for a period of 10 years preceding the month of consideration for promotion.

[Rule 24 amended vide No. 155/Exc. Cell/V.Z.27 dt. 15.9.10 under HCJ orders dated 13.9.2010]

Security

25. All officers having any dealing with public money or holding following posts of particular trust shall on appointment give such security as the Registrar may from time to time prescribe:-

- (i) Treasurer;
- (ii) Librarian;
- (iii) Court Officer;
- (iv) Assistant Court Officer
- (v) Stationery Assistant.

25-A. Notwithstanding anything contained in these rules the Chief Justice may, by general or special order impose special terms and conditions in the case of persons appointed to any post by direct recruitment.

PART – III

CONDITIONS OF SERVICE

Pay

26(1) The rates of scales of pay to which the holders of posts specified in the third column of the First Schedule are respectively entitled, shall be those specified in the sixth column of the said schedule.

(2) The posts on the establishment of the High Court shall be treated as equivalent to the corresponding comparable posts in the Punjab Civil Secretariat shown in Schedule – I – A in all matters relating to their conditions of service including scales of pay, special pay and allowance.

Special Pay 27. Members of the High Court Ministerial Establishment who are holding special pay posts shall be entitled to such special pay as may be sanctioned from time to time in addition to pay to which such persons are entitled under rule 26. The present special pay as sanctioned from time to time is in addition to pay to which such persons are entitled under rule 26. The present special pay as sanctioned for such posts is noted in column 9 of the First Schedule.

Increments 28. An increment shall ordinarily be drawn as a matter of course unless it is withheld. An increment may be withheld, from a Govt. Servant by a competent authority, if his conduct has not been good or his work has not been satisfactory. In ordering the withholding of an increment, the competent authority shall state the period for which it is withheld and whether the postponement shall have the effect of postponing future increment.

Age 29. No person shall be eligible for direct recruitment to the service if he is less than 18 years or more than 27 years of age. The upper age limit for direct recruitment to the post of Clerk, Steno-typist and Restorer shall be upto 30 years.

Provided that the upper age limit prescribed may be relaxed by the Chief Justice in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of persons.

[¹Rule 29 subs. Vide No. 152 Exc. Cell/V.Z. 27, dt. 12/17.4.98]

[Rule 29 subs. Vide notification no. 77/Exc. Cell/V.Z.27, dt. 8/4/2011]

Seniority 30. (i) Seniority shall be determined separately for each category of posts in the Establishment.

(ii) Upto the date of confirmation, seniority shall be determined by the length of continuous service in the particular category of posts.

(iii) Within the same category seniority shall be determined from the date of confirmation. In any particular category seniority, between the persons confirmed on the same date shall be determined on the basis of their seniority as unconfirmed hands in that category.

Provided that notwithstanding anything contained in these rules, the *inter-se* seniority of the existing members of the establishment in any particular category, as already settled by the Chief Justice or by any Judge or Judges prior to the coming into force of these rules shall not be disturbed because of anything contained in the rules;

(iv) In case of any dispute regarding seniority the same shall be decided by the Chief Justice or any Judge nominated by the Chief Justice for that purpose.

Confirmation 31. (1) The members of the establishment appointed on probation may be confirmed by the Chief Justice on the completion of their initial or extended period of probation unless at the time of extending the period of probation, of any such member, a post is kept in reserve for him.

(2) The other members of the service may be confirmed by the Chief Justice according to their seniority amongst the temporary and officiating hands in that particular category of post unless the senior most person is found to be not efficient enough to be confirmed and the Chief Justice decides to pass him over either temporarily or permanently.

31-A. A member of the Establishment of the Court will be deemed to be in quasi permanent service;

(i) if he has been in continuous temporary service for more than three years; and

(ii) if the Chief Justice, being satisfied having regard to the quality of his work, conduct and character as to his suitability for employment in quasi-permanent capacity in the establishment, has made a declaration to that effect.

Authority competent to make appointments When not made by the Chief Justice 32. (1) All matters of appointment, promotion and seniority of the members of the High Court Establishment shall be decided by the Registrar (Specially empowered) or where the Registrar is not so empowered by the Office Judge, or by the Chief Justice.

Provided that where the order is not made by the Chief Justice, the members of the Establishment adversely affected shall be entitled under rule 36(1) to appeal against;

(a) an order of substantive appointment by promotion or otherwise to a permanent post;

(b) an order of temporary appointment which is to last for more than three months or has in fact lasted for more than three months;

(c) an order fixing the seniority of any member or members of the Establishment;

(d) an order which alters or interprets to his disadvantage any rule by which his conditions of service are regulated; and

(2) Nothing contained in this rule shall be construed to limit or abridge the power of the Chief Justice to vary or rescind any order passed by a Judge (except an order passed by a Bench of two or more Judges), the Registrar, or any other officer or servant of the Court, or to even pass such other order as may appear to him to be just and equitable having regard to all the circumstances of the case.

Superannuation & Retirement 33.

¹(1) Save as otherwise provided in this rule; every member of the Establishment of this Court other than a member of Establishment in Group D service of post shall retire from service on the afternoon of the last day of the month in which he attains the age of 58 years and a member of the Establishment of this Court in Group D service of post, shall retire from service on the afternoon of the last day of the month in which he attains the age of sixty years :

Provided that if the Chief Justice is of the opinion that it is necessary or expedient in public interest so to do, the service of a member or a class of members of the Establishment, may be extended beyond the date of retirement for a period not exceeding two years, after getting an option from the concerned member or the members, as the case may be.

Provided further that a member of the Establishment must not be retained in service after the period of service extended under this sub-rule, except in exceptional circumstances with the previous sanction of the Chief Justice in public interest and for reasons to be recorded in writing.

(2) Notwithstanding anything to the contrary contained in these rules or any other rules for the time being in force, during the extended period of service under sub-rule (1) of this rule, a member of the Establishment shall be entitled to pay equal to the pay last drawn by him on the date on which he attains the age of 58 years or 60 years, as the case may be. However, if a promotional post is available, he shall be eligible for consideration for promotion against that post and on promotion his pay shall be fixed under the relevant rules.

(3) A member of the Establishment whose date of birth is the first of a month, shall retire from service on the afternoon of the last day of the preceding month on attaining the age of fifty eight or sixty years as the case may be.

(4) Notwithstanding anything contained in sub-rules (1) (2) and (3) of this rule, the Chief Justice may, if he is of the opinion that it is in public interest to do so, have the absolute right by giving an employee prior notice in writing to retire that employee on the date on which he completes twenty five years of qualifying service or attains fifty years of age or on any date of thereafter to be specified in the notice. The period of such notice shall not be less than three months.

Provided that where atleast three months notice is not given or notice for a period of less than three months is given the employee shall be entitled to claim a sum equivalent to the amount of his pay and allowances, at the same rates at which he was drawing them immediately before, the date of retirement, for a period of three months or as the case may be, for the period by which such notice falls short of three months. A corresponding right is also available to the members of the establishment of this Court to retire on or after attaining the age of 50 years or after putting in 25 years qualifying service or on any date thereafter to be specified in the notice, by giving three months notice to the Chief Justice of his intention to retire;

Provided that it shall be open to the Chief Justice to withheld permission to any member of the High Court Establishment under suspension who seeks to retire under this rule.

The provisions of this sub-rule shall have effect notwithstanding anything inconsistent therewith contained in any other rule for the time being in force.

(1. Sub rules (1) and (2) amended vide notification no. 257 dated 7.11.2012)

Retirement on completion of 20 years qualifying service **33-A. (1)** At any time after a member of the establishment of the Court has completed 20 years qualifying service, he may by giving notice of not less than three months in writing to the Chief Justice, retire from service.

(2) The notice of voluntary retirement given under sub-rule (1) shall require acceptance by the Chief Justice.

Provided that where the Chief Justice does not refuse to grant permission for retirement before the expiry of the period specified in the said notice the retirement shall become effective from the date of expiry of the said period.

(3) The qualifying service as on the date of intended retirement of the employee of the Court retiring under this rule shall be increased by a period not exceeding five years, so that the total qualifying service rendered by him does not in any case exceed thirty years.

Provided that the total qualifying service after allowing the increase under this sub-rule shall not exceed the qualifying service which the

retiring member would have had, if he had retired voluntarily at the lowest age limit for voluntary retirement prescribed under sub-rule (3) of rule 33.

(4) A member of the establishment, who has elected to retire under this rule and has given a necessary notice to that effect to the Chief Justice shall be precluded from withdrawing his notice except with the specific approval of Chief Justice.

Provided that request for withdrawal shall be made before the intended date of his retirement.

¹Rule 33(4) of the High Court Establishment (Appointment and Conditions of Service) Rules, 1973, for the employees beyond the age of 50 years:-

i) The case of every employee shall be reviewed for the purpose of rule 33(4) of the Rules *ibid* three months before each of the following occasions namely ;

a) when he is due to complete 25 years' qualifying service if it is earlier than his completion of 50 years of age or when he is to attain the age of 50 years, as the case may be ;

b) when he is to attain the age of 55 years.

ii) All those employees who complete 25 years qualifying service or attain 50 years of age be conveyed the grading 'B' (Average/satisfactory) or below earned by them in any year.

iii) The suitability for retention in service at the time of each review may be determined in the light of the entire service record with particular reference to such record pertaining to preceding ten years of service and, where necessary a report about the work and conduct of the employee concerned may be obtained from the Hon'ble Judge or the Officer concerned.

a) Out of preceding ten years of service, a minimum seven grading of 'B' (Average/Satisfactory) or above would be necessary for retention of an employee beyond the age of 50 years to 55 years or after putting in 25 years qualify service.

b) Out of preceding five years of service, a minimum three grading of 'B' (Average/Satisfactory) and two gradings of 'B' + (Good) or better would be necessary for retention in service beyond the age of 55 years and upto 58 years.

iv) Once it is decided to retain a member of the Establishment in service beyond the specified period of qualifying service or the age of 50 years or 55 years, as the case may be, he may be ordinarily allowed to continue, as envisaged in clause (i) and (iii) above unless:-

a) reports of facts have come to notice which reflect adversely upon his integrity, effectiveness, competency or otherwise makes him unsuitable for retention in service in public interest, or

b) his health has deteriorated to the extent that it renders him unfit to work efficiently on the post.

[¹ Rule 33(4)(i)(a) vide office order dated 28.5.90] ¹
 Rule 33(4)(i)(a) amended vide notification No.197
 Excl. Cell dated 23.8.2012]

**Pension &
 other
 conditions of
 service**

¹34. (1) In the matters regarding the conditions of service for which no provision or insufficient provision has been made in these rules, the rules and orders for the time being in force and applicable to the Government Servants appointed to corresponding or comparable civil services and posts in connection with the affairs of the Union shall apply to the members of the Establishment of this Court subject to such modifications, variations and exceptions, if any, in the said rule and orders as the Chief Justice may from time to time specify.

Provided that the powers exercisable under the said rules and orders by the competent authority shall be exercisable by the Chief Justice or by such person as he may, by general or special order, direct.

NOTE (i): In the matter of leave, Children's education allowances, reimbursement of tuition fee employees of High Court shall be

governed by the Punjab Civil Services Rules w.e.f. 30th October, 1985. Leave Travel Concession, admissible under the Central Rules shall be deemed to have been extended to the employees w.e.f. 1st November, 1966.

Provided further the scales of pay and dearness and other allowances including Compensatory (City) Allowance and House Rent Allowance granted to the employees of this Court, shall continue to be governed by the rules and orders of the Punjab Government in force on 28th February, 1975.

Provided that it shall be competent for the Chief Justice to revise from time to time scales of pay and allowances of this Court so as to bring them on par with the scales of pay and allowances which may be sanctioned by the Government of Punjab from time to time for the corresponding or comparable categories of employees.

NOTE (ii): In terms of letter NO. L-14013/1/91/Jus dated 10.9.2001 and letter No. L-14013/1/91-Jus dated 5.3.2002 of Govt. of India the employees of this Court shall be governed by Punjab Pension Rules w.e.f. 10.9.2001, in the matter of pension and other post retrial benefits.

[¹ Rule 34(1) amended vide Notification No. 259 Exc. Cell / V.Z.27, dt. 27.8.2002/4.9.2002]

Pay fixation ¹**34(1)(A)** In the matter of fixation of pay in the revised pay scales, the employees of this Court, who have been promoted w.e.f. 13.9.88 onwards shall be governed under Rule 8 of the Punjab Civil Service (Revised Pay) Rules, 1988 and any subsequent instructions issued by the Punjab Government thereunder, from time to time.

(2) Any question arising as to which rule or orders are applicable to the case of any persons serving on the staff attached to the High Court shall be decided by the Chief Justice.

[¹Rule 34(1)(A) added vide No. 217 E.I./V.Z.27 dt. 10.6.89]

Penalties

- 35. (1)** The following penalties may be imposed upon officers and servants serving on the staff attached to the High Court namely:-
- (a)** Censure;
 - (b)** Withholding of increments of promotion including stoppage at an efficiency bar, if any;
 - (c)** Reduction to a lower post or time scale or to a lower stage in the time-scale;
 - (d)** Recovery by deduction from pay of the whole or part of any pecuniary loss caused to a Government by negligence breach of orders;
 - (e)** Suspension;
 - ¹(f)** Compulsory Retirement ;
 - (g)** Removal from the Civil Service of the Government with no disqualification for future employment ;
 - (h)** Dismissal from the Civil Service of the Govt. with a disqualification for future employment ;

Provided that the discharge of a person appointed on probation, during or at the end of the period of probation or before his confirmation in a substantive capacity in accordance with the terms of appointment shall not amount to removal or dismissal within the meaning of this rule.

NOTE: An order of temporary appointment referred to in the note under sub-rule (2) of rule 36 as non-appealable shall not be deemed to be an order withholding promotion or adversely affecting the rights of any person for a permanent vacancy.

(2) Any of the above penalties may be imposed by the authorities specified in Schedule II hereto annexed ;

Provided that the Chief Justice alone shall have power to impose any penalty on the Registrar of the High Court.

(3) The rules or orders regulating enquiries into allegations against Government servants in the service of the Punjab Government

shall apply with necessary modifications and adaptations to enquiries into the conduct of officers and staff attached to the High Court.

²(4) Notwithstanding anything contained to the contrary in the Punjab Civil Services (Punishment and Appeal) Rules, 1970 where the Enquiry Officer is other than the Disciplinary authority himself, the copy of the inquiry report shall be furnished to the delinquent officer, to enable him to represent to the Disciplinary Authority within the time specified as to why the enquiry report should not be accepted and acted upon by the Disciplinary Authority.

²(5) Rule 11 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 in its application to the officers and staff attached to the High court shall read as follows:-

"Orders made by the Punishing Authority shall be communicated to the employee concerned, who shall be supplied with a copy of the report of enquiry, if any hold by Punishing Authority, for the purpose of filing appeal, if any, provided under the rules."

³(6) Notwithstanding anything contained to the contrary in the Punjab Civil Services (Punishment and Appeal) Rules, 1970, the Disciplinary Authority may treat the enquiry report of the 'Sexual Harassment Probe Committee' as a report submitted by an enquiry officer under the Punjab Civil Services (Punishment and Appeal) Rules, 1970, and may take further action in accordance therewith".

[¹ Clause (f) of Rule 35 (1) added vide No. 11A-I.V.Z. 27, dt. 24.1.91}

[² Rule 35(4)(5) added vide No. 153 Exc. Cell/V.Z.27, dt. 30.4.94/16.5.94]

[³ Rule 35(6) added vide No. 82 Rule Cell/V.Z.27, dt. 24.05.2013]

Appeal

36. (1) Where an order is passed by the specially empowered Registrar under Rule 32, an appeal shall lie to the Chief Justice who may either hear and dispose it off himself or make over the same for hearing and disposal to Bench of one or more Judges.

(2) Where the order is passed by the Office Judge under Rule 32, an appeal shall lie to a Bench of two or more Judges.

(3) Where any penalty is imposed by a Judge or the Registrar (Specially empowered to impose any of the penalties mentioned in Rule 35) an appeal shall lie from his order to the Chief Justice and where any penalty is imposed by the Chief Justice otherwise than an appeal from an order of a Judge or Registrar, an appeal shall lie from his order to a Committee of two Judges of the High Court on the Administrative side. In case of difference of opinion between the two Judges, the case shall be referred to the third Judge so nominated by the Chief Justice

(Note: Orders of temporary appointment which have lasted or which are to last for less than three months shall not be appealable)

(4) An appeal under sub-rule (3) may be filed within a period of thirty days from the date of communication of the order provided that the appellate authority may, for sufficient reason, extend the period for filing such appeal.

(5) Persons appealing under this rule shall do by petition. Such petition shall be presented personally to the Registrar and the latter in forwarding the same to the appellate authority may record any remarks which he may wish to make concerning any matter stated in the petition. In the case of appeal against an appointment, he shall also report the cases of persons, if any other than the appellant, who might have a direct and proximate interest in the subject matter of the appeal.

(6) After reading the petition, the appellate authority may either:-

(a) Summarily reject it without hearing the petition; OR

(b) hear the petition and, if necessary, the other persons concerned and pass such orders in the appeal as may be considered to be legal and proper.

Legal practitioners shall not be permitted to appear on behalf either of the petitioners or of any other persons concerned either in the High Court or any further inquiry directed by the High Court, except by express permission of the Chief Justice or of the Bench hearing the appeal or the representation.

(7) Nothing in these rules shall debar the Chief Justice from altering on appeal or otherwise an order of punishment, including adverse remarks recorded in a character roll or of appointment not provided for above which may be passed by the specially empowered Registrar.

[Rule 36(4) amended vide Notification No. 59 Exc. Cell/V.Z.27, dt. 10.1.09 /20.1.09 & endst.No.1912-14 dt.20.1.09]

[Rule 36(3) amended vide Notification No. 154 Exc. Cell/V.Z.27 dated 27.7.2011 & endst.No. 26258 to 26261 dt. 27.7.2011 under the Hon'ble the Acting Chief Justice order dated 25.7.2011]

Conduct 37. (1) Subject to the provisions of these rules all members of the High Court Establishment shall observe Punjab Government Employees' Conduct Rules and such other rules as may be framed by the Government from time to time in this behalf ;

Provided that each member shall make a declaration of the immovable property held by him and members of his family including the wife or the husband, as the case may, sons, father or brothers, at the commencement of his service and to report annual changes or fresh acquisitions in such form as may be specified by the Chief Justice from time to time, in addition to returns of assets and liabilities under rule 18(1) of the Government Employees (Conduct) Rules, 1966.

NOTE: Proforma prescribed under this rule in Schedule IV of these Rules.

(2) No member of the High Court Establishment shall undertake any business, trade or other employment without obtaining the previous permission in writing of the Registrar.

(3) A character roll shall be maintained for each member of the ministerial establishment and such other member of the non-ministerial establishment, as may be specified from time to time. Entries shall be made therein annually by the Registrar. On the basis of his own personal knowledge and of annual confidential reports submitted to him by the Superintendents of various branches through the Deputy Registrar. In the case of Readers, Private Secretaries to Judges, and Deputy Registrar-cum-Secretary to Chief Justice, the remarks of the Chief Justice or Judges having special knowledge of their work will be incorporated in their character rolls.

Power to relax rules in favour of individuals 38. Where the Chief Justice is satisfied that the operation of any rule causes undue hardship in any particular case, he may by order dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner provided that the case is not dealt with in a manner less favourable to the officer or official concerned than in accordance with the rules.

Repeal of the 39. 1952 Rules The High Court Establishment (Appointment and Conditions of Service) Rules, 1952 are hereby repealed:

Provided that any reference in any order to the provisions of the repealed rules shall, unless a different intention appears from the context, be construed as a reference to the corresponding provision of these rules:-

Provided further that the repeal of the 1952 Rules shall not except as expressly provided in these rules:-

(a) Revive anything not in force or existing at the time at which the repeal takes effect; OR

(b) affect the previous operation of any order or decision given under the Rules so repealed or anything duly done or suffered there under; OR

(c) affect any right, privilege, obligation or liability acquired, occurred or incurred under the 1952 Rules; OR

(d) affect any penalty, or punishment incurred or inflicted under the 1952 Rules;

(e) affect any investigation, legal proceeding or remedy in respect of any such right, privilege, obligation, liability, penalty or punishment as aforesaid.

BY ORDER OF HON'BLE THE CHIEF JUSTICE

**Sd/-
Registrar,
High Court of Punjab &
Haryana at
Chandigarh.**

SCHEDULE-I

Group	Sr. No.	Designation	Permanent posts	Temporary posts	Pay Structure				Additional Pay	Secretariat Pay	Remarks
					Pay Band	Pay Bands	Grade pay	Initial Pay			
1	2	3.	4.	5.	6-a	6-b	6-c	6-d	7.	8.	9.
A	1	Registrar	1	10	-	51550-1230-58930-1380-63070	-	-	20%	2500	1) The posts of Registrar shall be designated as under:- (i) Registrar General, (ii) Registrar (Vigilance) (iii) Registrar(Administration) (iv) Registrar (Judicial) (v) Registrar(Rules) (vi) Registrar(Recruitment) (vii) Principal Secretary to Chief Justice -cum-Registrar (viii) Registrar (Computerization) (ix) Registrar [Protocol & Court Officer (Maintenance) and (Purchase)]. (x) Registrar (Grouping) (xi) Registrar (Administration-II) "Two posts of Registrar have been created by keeping in abeyance equal number of posts of Joint Registrar" 2)In case the post is held by a member of the Superior Judicial Service, he will draw the pay of his own grade including selection grade or super selection grade besides the Secretariat Pay of Rs. 2500/-per month.
-do-	2	Joint Registrar	1	21	PB4	15600-39100	7800	31520	20%	-do-	Clause 1 deleted vide Notification No.264 dt.23.11.09 under orders dt.19.11.09 of HACJ 2. In case the post is held by a member of the Superior Judicial Service or Punjab/Haryana Civil service(Judicial Branch), he will draw the pay of his own grade including selection grade or super-selection grade besides the Secretariat Pay of Rs.2500/- per month.
-do-	3	Head Special Secretary		1	PB4	15600-39100	7600	31320	-do-	2500	Upgraded by keeping in abeyance one post of Pvt. Secy.
-do-	(i)	Special Secretary (Admn.) to Hon'ble the Chief Justice		1	PB4	-do-	-do-	-do-	-do-	-do-	Upgraded by keeping in abeyance one post of Pvt. Secy.
-do-	(ii)	Special Secretary	-	123	PB4	-do-	do	do	-do-	-do-	
-do-	3(a)	Deputy Registrar	3	19	PB4	-do-	do	do	-do-	-do-	1.One post of Deputy Registrar may be designated as Deputy Registrar-cum-Officer on Special Duty to the Chief Justice. 2. In case the post is held by a member of the Superior Judicial Service or Punjab/Haryana Civil Service(Judicial Branch), he will draw the pay of his own grade including selection grade or super-selection grade besides the Secretariat Pay of Rs.2500/- per month.
-do-	3(b)	Secretaries:									
	i)	Secretary	-	85	PB4	15600-39100	6600	25250	-do-	-do-	
	ii)	Court Secretary	-	28	PB4	-do-	-do-	-do-	-do-	-do-	
-do-	4(a)	Assistant Registrar	1	33	PB4	-do-	-do-	-do-	do-	-do-	
-do-	4(b)	Court Manager		2	PB4	-do-	-do-	-	-	-do-	
-do-	5	Supdt. Grade-I	13	88	PB4	15600-39100	5400	21000	20%	2000	Two post of Supdt. Gr.I shall be held by Chief Protocol Officer General and Medical and one post of Supdt. Gr.I/G.II shall be held by Chief Court Officer.
-do-	6	Reader (including Reader to D.R.J.)	14	75	PB4	-do-	do	do	-do-	-do-	Out of 164 total posts (i.e. 24 permanent and 140 temporary posts) of Reader, 47 posts of Spl. Secy. & 28 posts of Court Secy. have been created by keeping in abeyance 10 permanent posts and 65 temporary posts of Reader. 75 posts of Reader shall be designated as Reader (Legal).
-do-	7	Pvt. Secy to Hon'ble Chief Justice & Judges	21	54	PB4	-do-	do	do	-do-	-do-	Out of 236 total posts i.e. 21 permanent and 215 temporary posts of Pvt. Secy., 76 posts of Spl. Secy. & 85 posts of Secy. have been created by keeping in abeyance equal number of posts of Pvt. Secretary.
-do-	8	Librarian	1	-	PB4	-do-	do	do	-do-	-do-	
B	9	Judgment Writer	7	79	PB3	10300-34800	4800	18250	-do-	1200	
-do-	10	Supdt. Gr. II	11	195	PB3	-do-	-do-	do	-do-	-do-	

Group	Sr. No.	Designation	Permanent posts	Temporary posts	Pay Structure				Additional Pay	Secretariat Pay	Remarks
					Pay Band	Pay Bands	Grade pay	Initial pay			
1	2	3.	4.	5.	6-a	6-b	6-c	6-d	7	8.	9.
B	11	Revisor	9	-	PB3	10300-34800	4800	18250	20%	1200	
-do-	12	Senior Assistant	111	381	PB3	10300-34800	4400	17420	-do-	900	<p>i) 5 posts of Sr. Assistant shall be held by Protocol Officer (General), Protocol Officer (Medical), Court Officer (Residence), Court Officer (High Court Building) & Court officer (Maintenance) .</p> <p>ii) 4 Posts of Sr. Asstt./Jr.Asstt. shall be held by Asstt. Court Officers.</p> <p>iii) Three posts of Sr. Assistant shall be held by Assistant Librarians.</p> <p>iv) One post of Sr. Assistant shall be designated as Sr. Assistant (Technical).</p> <p>v) Two posts of Sr. Assistant held by the Court Officer and Asstt. Court Officer shall be entitled to Spl. Pay of Rs. 100/- and Rs. 60/- per month respectively</p>
-do-	13	Translator	27	-	PB3	-do-	-do-	-do-	-do-	-do-	
-do-	14	Senior Scale Stenographer	4	87	PB3	-do-	-do-	-do-	-do-	-do-	
C	15	Jr. Assistant			PB3	10300-34800	3600	14430	-	500	<p>The posts of clerk shall be bifurcated into posts of Clerks & Junior Assistant in the ratio of 50:50 and the post of Junior Assistant is to be filled up, as per the conditions laid down in Notification No. 7/1/97-FPI/8978 dt. 4.9.2000 of Punjab Govt.</p> <p>2 posts of Jr. Asstt. shall be held by Asstt. Protocol Officers (Medical) and 3 posts shall be held by Asstt. Protocol Officers (General).</p>
-do-	16	Steno- typist	-	42	PB3	10300-34800	3200	13500	20%	400	
-do-	17	Clerk	402	370	PB3	10300-34800	3200	13500	-	400	
-do-	18	Supervisor of Drivers	-	3	PB2	5910-20200	2400	9880	@ 20%	1800	
-do-	19	Supervisor of Records	7	18	PB2	10300-34800	3200	13500	-	400	One post of Supervisor of Records shall be held by Supervisor (Book Binding Section)
-do-	20	Book Binder	4	6	PB2	10300-34800	3400	13700	-	240	
-do-	21	Driver	1	146	PB2	5910-20200	2400	9880	20%	1400	Special Duty Allowance @ 400/- p.m.
-do-	22	Restorer	217	118	PB2	10300-34800	3200	13500	-	400	Eight posts of Restorer shall be designated as Restorer(Technical).
D	23	Daftri	30	8	PB1	4900-10680	1650	6950	20%	320	
-do-	24	Usher	56	20	PB1	-do-	-do-	-do-	-do-	320	
-do-	25	Peon	394	384	PB1	-do-	-do-	-do-	-do-	240	20 posts of Peon shall be designated as Peon (Technical).
-do-	26	Frash	34	78	PB1	-do-	-do-	-do-	-do-	-do-	
-do-	27	Mali	53	117	PB1	-do-	-do-	-do-	-do-	-do-	
-do-	28	Chowkidar	67	57	PB1	-do-	-do-	-do-	-do-	560	
-do-	29	Safai Sewak	73	58	PB1	-do-	-do-	-do-	-do-	240	
-	30	Editor, I.L.R.	1	-	-	7500/- fixed			-		Spl. Non-pensionable post
-	31	Reporter, I.L.R.	8	-	-	4000/- fixed			-		-do-

NOTES:**III**

1. Revised Pay scales adopted vide orders dated 6.2.98 of Hon'ble the Chief Justice.
2. Special Pay/Special Allowance/Sectt. Allowance doubled w.e.f. 1.9.97 vide orders dated 3.2.98 of Hon'ble the Chief Justice and these allowances/Spl. Pay converted as Sectt. Allowance.
3. Sectt. Allowances have been doubled from Rs. 500/- to Rs. 1000/- in favour of Registrar (General) vide order dated 13.2.1998 of Hon'ble the Chief Justice.
4. Temporary posts of Clerks, Restorers, Daftries, Ushers, Peons, Malies, Frash, Chowkidars & Safai Sewaks converted into permanent ones vide orders dated 16.9.1999 of Hon'ble the Chief Justice. (i.e. 90% of temporary posts as on 1.3.96).
5. One post of Deputy Registrar, one post of Assistant Registrar and two posts of Assistants created vide office order dated 16.5.2000 for the Special Cell dealing with the cases of Charges of Corruption against the officials of Subordinate Courts.
6. The temporary posts of the following categories shown in column no. 5 of the above Schedule includes following posts created vide five separate office orders dated 5.7.2000: Reader – 2, Pvt. Secys. – 2, Gr. I – 11, S. Gr. II – 13, Judgement Writers – 6, Stenographers – 16, Assistants – 62, Clerks – 77, Restorers – 19, Peons – 102, Malies – 11, Safai Sewaks – 11. Out of these posts, 2 posts of Readers, 2 posts of Pvt. Secys. & 2 posts of Judgment Writers have been created to be attached with permanent Hon'ble Lok Adalats 1st & 2nd with the condition that these posts shall get abolished as & when these are created by Legal Services Authorities for the purpose.
7. The temporary posts of the following categories shown in column no. 5 of the above Schedule includes following posts created vide separate office order dated 4.9.2000: Joint Registrar – 01, Stenographer – 01, Assistant – 01, Steno-typist-01, Clerks – 01, Restorers – 01, Driver-01, Peons – 02.
8. Column No. 6 and 9 against Sr. No. 18 of Schedule-I of High Court Establishment (Appointment & Conditions of Servic) Rules, 1973, amended vide Notification No. 286, Exc. Cell/V.Z.27, dated 7.11.2K/15.11.2K.
9. Maximum of limit of re-imburement of expenditure incurred on conveyance in favour of Special Secretaries/ Secretaries/ Private Secretaries/ Readers/ Judgement Writers/ P.A. to Registrar raised from Rs. 200/- to Rs. 400/- per month vide office order dated 30.7.2001 issued vide No. 546 Spl. Exc. Cell, Dated 1.8.2001.
10. Secretariat Allowance to all Group D Employees enhanced to Rs. 120/- per month, who were earlier drawing the allowance @ Rs. 80/- P.M., vide office order dated 30.8.2001 issued vide Endst. No. 623 Spl. Exc. Cell, Dated 5.9.2001.
11. Note (ii) against the posts of Assistants inserted in pursuance to Notification No. 254 Exc. Cell/V.Z. 27, dated Chandigarh the 12.9.2001/21.9.2001.
12. As per Office order dated 17.10.2001, issued vide Endst. No. 813 Spl., Exc. Cell, dated 20.10.2001, Letter No. 3/1/98-5FP/II/8802, dated 20.7.1998 of Government of Punjab, Department of Finance, (Finance Personnel-II Branch), Chandigarh, adopted and Secretariat Allowance of Safai Sewaks and Chowkidars raised from Rs. 40/- P.M. to Rs. 80/- P.M. w.e.f. 1.9.1997. Further their Secretariat Allowance automatically enhanced to Rs. 120/- P.M. in terms of order dated 30.8.2001 issued vide Endst. No. 623 Spl. Exc. Cell, Dated 5.9.2001.
13. Three temporary posts of Ushers created in the time scale of Rs. 2720-4260 + Rs. 120/- as Secretariat Allowance, w.e.f. 29.10.2001 to 28.2.2002, vide order dated 29.10.2001, issued vide Endst. No. 791 Spl. Exc. Cell/V.Z.2(a), dated 2.11.2001.
14. As per Office order dated 12.2.2002 issued vide Endst. No. 6121 Exc. Cell, dt. 13.2.2002, Punjab Govt.'s order Endst. No. 3/14/93-Estt.1(2) 317-320, dt.4.1.2002 has been adopted & Secretariat Allowance of following categories of employees increased:-

Superintendent Grade – II & Revisors	:	Rs. 200/- to Rs. 300/-,
Senior Assistants & Translators	:	Rs. 160/- to Rs. 240/-,
Junior Assistants	:	Rs. 80/- to Rs. 150/-,
Clerks	:	Rs. 80/- Rs. 120/-.
15. As per Office order dated 29.8.2002 issued vide Endst. No. 790 Spl./Exc. Cell, dt. 2.9.2002, Punjab Govt.'s letter No. 3/33/90-5 FPII/6659 dated 25.7.2002, has been adopted & Secretariat Allowance of Record Supervisor, Restorer, Book Binder increased from Rs. 80/- to Rs. 120/- P.M.
16. As per office order dated 11.1.02 issued vide Endst.No.82 Exc.Cell/V.Z.27, dated 13.3.2003, Hon'ble the Chief Justice has been pleased to make the amendments in Schedule I of this Rule i.e. words "Gazetted Officer", "Gazetted Ministerial Estt." And "Non-Gazetted Ministerial Estt." Appearing in First Column of Sch.-I deleted and Class I, II, III and IV appearing in First Column of Sch.I shall be replaced by Group A, B, C & D on the basis of pay scales.
17. As per office order dated 4.4.2003 issued vide Endst.No.222 Spl.Exc.Cell/V.Z.2(a), dated 4.4.2003, Hon'ble the Chief Justice has been pleased to create five temporary posts of Drivers w.e.f. 1.4.2003 to 29.2.2004.

IV

18. As per office order dated 27.7.2003 issued vide Endst. No.19552 Exc.Cell dated 30.7.2003, Punjab Government's order dated 5.2.2003 issued vide Endst.No.3/14/93-Estt.1(2)/2298 dated 5.2.2003 has been adopted by Hon'ble the Chief Justice and Secretariat Allowance of Deputy Registrar, Assistant Registrar, Superintendent Grade-I and Librarian increased from Rs.800 to 1000, 800 to 1000, 400 to 600 and 400 to 600 respectively. The revised rates of Secretariat Allowance shall take effect w.e.f. 5.2.2003 in terms of the Orders dated 12.3.2003 of Government of Punjab issued vide Endst No.3/14/93-Estt.1(2)/3186-87 dated 17.3.2003.
19. As per office order dated 19.8.2003 issued vide Endst.No.21990 Exc.Cell/V.Z.2(a dated 21.8.2003 Hon'ble the Chief Justice has been pleased to create one temporary post of Joint Registrar [to be designated as Officer on Special Duty (Rules)] in the pay scale of Rs.12000-375-13500-400-15900-450-16350 + Rs.1000/- as Secretariat Allowance w.e.f. 18.8.2003 to 29.2.2004.
20. One post of Registrar created under the order of Hon'ble the Chief Justice vide office order dated 21.1.2004 issued vide Endst.No.1815 Exc.Cell/V.Z. 2(a) dt. 22.1.04 w.e.f. 21.1.2004
21. The designation of posts of Registrar inserted in Column No.9 of remarks of this Schedule at Sr.No.1 against the post of the Registrar vide No.22.Exc.Cell/V.Z.27 dated 21.1.2004/27.1.2004
22. Temporary posts of Secretaries created by upgrading equal number of posts of private secretaries and 6 temporary posts of private secretaries created by upgrading equal number of posts of judgment writers under orders of Hon'ble the Chief Justice vide office order dated 31.5.2005 issued vide endst.No.17948 Exc.Cell, dated 2.6.2005 .
23. 21 posts of Private Secretary, 21 Posts of Reader, 21 Posts of Judgment writer, 21 posts of Driver, 42 posts of Restorer, 84 posts of Peon, 21 posts of Usher, 21 Posts of Chowkidar, 21 posts of Sefai Sewak, 21 posts of Mali created vide office order dated 14.12.2005 issued vide endorsement No.2038 Exc.Cell/Dated 21.1.06. Apart from above 6 posts of Court Secretaries have been created by keeping in abeyance equal number of posts of Readers out of the above referred 21 posts of Readers against the same orders. Similarly 6 posts of Private Secretaries have also been kept in abeyance in lieu of the 6 posts of the Secretaries, which have already been created vide this Court's office order dt.31.5.2005 issued under Endst.No.17948 Exc.Cell, dt. 2.6.2005.
24. One temporary post of Registrar has been created vide Office Order dated 22.5.2006.
25. Vide Office Order Endst No. 17973 /Exc Cell dated 19.5.2006, 58 temporary posts of Pvt Secretary have been created. Vide same order 38 temporary posts of Secretaries have been created by keeping in abeyance equal number of posts of Pvt Secy.
26. Vide Office Order Endst No. 29568 Exc Cell dt. 13.9.06 , 2 temporary posts of Spl Secy (from Reader's line) has been created by keeping in abeyance equal number of posts of Readers.
27. Vide O/O Endst. No. 30021 Exc Cell dt. 18.9.06 , 12 temporary posts of Spl Secy (from Stenography line) has been created by keeping in abeyance equal number of posts of Secretaries which were earlier created by keeping in abeyance equal number of posts of Pvt. Secretaries.
28. Vide O/O Endst No.31080 Dt.25.9.06 , 1 post of Asstt. Registrar, 1 post of Supdt. Gr-I, 1 posts of Supdt. Gr II, 3 posts of Assistant, 1 post of Steno-typist, 2 posts of Clerks and 1 post of Peon (all temporaries), have been created .
29. Vide O/O Endst. No. 38102/Exc Cell dt. 8.12.06 , 2 posts of Jt. Registrars, 4 posts of Dy. Registrars, 8 posts of Asstt. Registrars, 16 posts of Supdts. Gr I, 23 posts of Supdts. Gr II, 98 posts of Assistants, 6 posts of Stenographers, 8 posts of Steno-typists, 120 posts of Clerks, 20 posts of Restorers and 70 posts of Peons (all temporary) have been created.
30. Vide Office Order Endst No. 38347 /Exc Cell dated 11.12.2006, 58 temporary posts of Readers to be designated as Reader (Legal) have been created. Vide same order 10 temporary posts of Special Secretaries (from Reader's line) and 26 posts of Court Secretaries have been created by keeping in abeyance equal number of posts i.e. 36 posts of Readers.
31. Vide Office Order Endst No. 39287 dt. 19.12.06, 30 temporary posts of Frash have been created.
32. Vide Officer Order Endst No. 879 Exc Cell dated 16.01.07, 8 temporary posts of Readers have been created.
33. Vide Office Order Endst. No. 1480 Exc Cell /Dated 22.1.07 , 17 temporary posts of Malies have been created.
34. Vide Office Order Endst.No.1477 Ex.Cell/Dated 22.1.2008, One post of Joint Registrar designated as Joint Registrar(Recruitment) has been created vide order dated 20.12.2007 of Hon'ble the Chief Justice.
35. Vide Office Order Endst.No.1110 Ex.Cell/Dated 18.1.2008, 60 posts of Peons have been created for providing to the retd.Hon'ble Judges as Home Peon under the order dated 20.12.2007 of Hon'ble the Chief Justice.(3 Ex.Cell)
36. Vide office order endst.No.11887 Ex.Cell/Dated 10.4.2008 10 posts of Peons have been created for providing to the retd. Hon'ble Judges as Home Peon under the orders dated 2.4.2008 of Hon'ble the Chief Justice (3-Ex.Cell)

37. Vide Office Order dt.14.7.2008 & Endst.No.21686 Ex.Cell/Dated 18.7.2008, 30 posts of Safai Sewaks have been created under the order dated 14.7.2008 of Hon'ble the Chief Justice.
38. The designation of posts of Registrar(Rules) inserted in Column No.9 of remarks of this Schedule at Sr.No.1 (iv) against the post of the Registrar vide No.242.Exc.Cell/V.Z.27 dated 10.9.2008 under orders dt.8.9.08 of HCJ..
39. . Vide Office Order dt. 13.12.2008 & Endst.No.40902 Ex.Cell/Dated 20.12.2008, 20 posts of Drivers have been created under the order dated 13.12.2008 of Hon'ble the Chief Justice.
40. . Vide Office Order dt. 17.5.2009 & Endst.No.16354 Ex.Cell/Dated 21.5.2009, 15 posts of Chowkidar have been created under the order dated 17.5.2009 of Hon'ble the Chief Justice.
41. . Vide Office Order dated 9.7.2009 of Hon'ble the Chief Justice endst.No.20643 dated 14.7.2009, 456 temporary posts upto the level of clerks have converted into permanent one w.e.f. 9.7.2009.
42. Vide Office Order dated 28.8.2009 & endst.No.30196 dated 15.9.2009, One temporary post of Assistant designated as Assistant(Technical), 20 posts of Peon designated as Peon(Technical) have been created under the orders dated 28.8.09 of Hon'ble the Chief Justice .
43. Vide Office Order dated 19.11.2009 of Hon'ble the Acting Chief Justice endst.No.36914 dated 19.11.2009, created 2 temporary posts of Registrar to be designated as Registrar(Recruitment) and Principal Secretary to Hon'ble the Chief Justice cum Registrar by keeping in abeyance equal number of posts of Joint Registrars.
44. Vide Office Order dated 28.11.2009 of Hon'ble the Acting Chief Justice, created 1 temporary posts of Registrar(Grouping) endst.No.37933 Ex.Cell/dated 1.12.2009 , .
45. Vide Office Order dated 15.02.2010 of Hon'ble the Chief Justice, created temporary posts of 10(5+5)(By keeping in abeyance equal number of posts i.e. 5 from Private Secretaries & 5 from Readers line) posts of Spl. Secretaries, 12 posts of Secretaries(By keeping in abeyance equal number of posts of Private Secretaries), 12 posts of Court Secretaries(By keeping in abeyance equal number of posts of Readers), 34 posts of Pvt. Secretaries, 34 posts of Readers(including Reader Legal), 17 posts of Judgment Writers, 68 posts of Restorers, 8 posts of Daftries. 17 posts of Ushers, 19 posts of Chowkidars, 136 posts of Peons, 18 posts of Frashes, 20 posts of Malies, endst.No.4601 Exc.Cell/Dt.17.02.2010.
46. Vide office order dated 23.03.2010 of Hon'ble the Chief Justice, created one temporary post of Registrar and one temporary post of Joint Registrar. Endst No. 9326 Exc.Cell/Dt. 27.03.2010.
47. Vide Office Order dated 23.03.2010 of Hon'ble the Chief Justice, created one temporary post of Assistant Registrar, one temporary post of Supdt. Grade-I, two temporary posts of Supdt. Grade-II, Five temporary posts of Senior Assistants, Six temporary posts of Clerks, One temporary post of Steno-typist, one temporary post of Restorer and two temporary posts of Peons for the litigation cell. Endst No. 9496 Exc.Cell/Dt. 29.03.2010
48. Vide office order dated 01.07.2010 of Hon'ble the Chief Justice, created one temporary post of Deputy Registrar (Research and Development)-cum-OSD to Hon'ble the Chief Justice. Endst No. 20752 dated 02.07.2010.
49. Vide office order dated 5.8.2010 of Hon'ble the Chief Justice, created three temporary posts of Deputy Registrars, five posts of Assistant Registrars, ten Supdt. Gr.I, 29 S.Gr.II, 70 Sr. Assistants, 191 Clerks, 21 Stenographers, 08 Steno-typists, 05 Supervisor of Record bearing Endst. No.30852 dated 6.8.2010.
50. Two posts of Joint Registrars-cum-Officers on Special Duty to assist District and Sessions Judge-cum-Registrar (Vigilance), Punjab and District and Sessions Judge-cum-Registrar (Vigilance), Haryana vide office order Endst. No. 38642 dated 22.9.2010 under order dated 21.9.2010 of HCJ.
51. The post of Registrar (Grouping) is re-designated as Registrar (Vigilance) vide Office Order no. 49715 and 49716 dated 22.12.2010 under the orders of Hon'ble the Chief Justice dated 22.12.2010.
52. One temporary post of Joint Registrar is created vide Office Order No. 25-26 dated 3.1.2011 under the orders of HCJ dated 3.1.2011 and designated the same as Principal Secretary (Judicial)-cum-Joint Registrar.
53. One temporary post of Deputy Registrar and one temporary post of Assistant Registrar is created vide Office Order no. 23386 Exc.Cell/Dt. 4.7.2011 under the orders of Hon'ble the Acting Chief Justice dated 2.7.2011.
54. Vide Office Order no. 27469 Exc.Cell/Dated 3.8.2011, 1 post of Deputy Registrar, 1 post of Assistant Registrar, 2 post of Superintendent Grade – I, 8 post of Senior Assistant, 8 post of Clerks, 2 post of Restorer and 4 post of Peons were created.
55. Vide Office Order no. 28668 Exc.Cell/Dated 11.8.2011, 1 post of Superintendent Grade – I, 1 post of Superintendent Grade – II, 2 post of Senior Assistant, 1 post of Steno-typist, 3 post of Clerks, 1 post of Restorer, 3 post of Peons were created.
56. Vide Office Order no. 32858 Exc.Cell/dated 17.9.2011, 1 Post of Secretary by upgrading the Post of P.A. to Registrar General. (by keeping in abeyance equal number of post of Pvt. Secy.), 7 posts of Private Secretary, 8 Posts of Stenographers, 8 Posts of Clerks, 8 posts of Drivers, 15 post of Peons were created.
57. Vide Office Order no. 33552 Exc.Cell/dated 23.9.2011, 1 Post of Supdt. Gr.I, 1 posts of Supdt.Gr.II, 2 Posts of Senior Asstt., 1 Posts of Judgment Writer, 1 posts of Stenographer, 2 post of Clerk and 1 Post of Peon were created.
58. Vide Office Order no. 12936 Exc.Cell/dated 4.4.2012, 5 temporary posts of Joint Registrars have been created.
59. Vide Office Order no. 13913 Exc.Cell/dated 19.4.2012, 1temporary posts of Joint Registrars has been created
60. Vide office order Endst. No.26406 dated 30.7.2012 one post of Supdt. Created for Grouping Cell.
61. { Schedule I amended vide notification no. 197 Excl. Cell V.Z.27 dated 23.8.2012, No. 251 dated 19.9.2012}
62. Vide office order Endst. No.33366 dated 17.9.2012 one post of Supdt. G-I, 2 posts of Sr. Asstt, 2 posts of Clerk, 1 post of Restorer and one post of Peon Created for Rule Cell.
63. Vide office order Endst. No.39594 dated 9.11.2012 one post of Supdt. G-I, 44 posts of Supdt. Grade-II Created.
64. Vide office order Endst. No.39595 dated 9.11.2012 Two post of Deputy Registrars abolished.
65. Vide office order Endst. No. dated 21.12.2012 Twelve post of malis were created.
66. Vide office order endst no. 21378 Exc. Dt 11.07.2013, 1 post of Superintendent Grade-I, 1 post of Sen. Assistant, 4 post of Clerks, 6 posts of Peons, 2 posts of Malis were created.

VI

67. Vide office order endst no 31898 Exc.Cell/Dt 01.10.2013 , 25 posts of Safai Sewaks, 20 posts of Frash, 20

- posts of Chowkidars were created.
68. Vide office order endst. no. 657 Exc.Cell/Dt. 15.01.2014, 50 temporary posts of Malis were created.
 69. Vide office order endst. no. 658 Exc.Cell/Dt. 15.01.2014, 10 temporary posts of Drivers were created.
 70. Vide office order Endst No. 11147 Exc.Cell/Dt. 05.04.2014, 1 post of Deputy Registrar, 1 post of Asst. Registrar, 1 post of Superintendent Gr-I, 2 posts of Superintendent Gr-II, 4 posts of Senior Assistants, 4 posts of Clerks, 2 posts of Peons were created.
 71. Vide office order Endst. No. 14459 Exc. Cell/Dt. 15.05.2014, 10 posts of Frash were created.
 72. Vide office order Endst No.17092 Exce.Cell/Dt. 26.05.2014, 1 post of Assistant Registrar, 1 post of Supdt. Gr-I, 1 post of Judgment Writer, 2 posts of Supdt. Gr-II, 4 posts of Senior Assistants, 8 posts of Stenographers, 5 posts of Steno-Typists, 4 posts of clerks, 2 posts of Restorers, 15 posts of Peon, 1 post of Mali, 1 post of Chowkidar were created.
 73. Vide office order Endst. No. 17779 Exc.Cell/dt. 30.05.2014, 1 post of Joint Registrar, 2 posts of Deputy Registrar were created.
 74. Vide office order Endst. No. 17769 Exc.Cell/dt. 30.05.2014, 1 post of Special Secretary (Stenography line), 8 posts of Secretary (Stenography line), 3 posts of Judgment Writer, 13 posts of Stenographer, 5 posts of Supdt. Gr-I, 4 posts of Supdt. Gr-II, 12 posts of Sen. Asst., 12 posts of Clerks, 12 posts of Restorers, 20 posts of Peon were created.
 75. Vide office order Endst. No. 17771 Exc.Cell/dt. 30.05.2014, 3 posts of Assit. Registrars, 8 posts of Supdt. Gr-I, 24 posts of Supdt. Gr-II were created.
 76. Vide office order Endst. No. 17770 Exc.Cell/dt. 30.05.2014, 26 posts of Secretaries has been upgraded to Special Secretaries.
 77. Vide office order Endst. No. 20501 Exc.Cell/dated 14.07.2014, 1 posts of Registrar, 2 posts of Joint Registrar, 2 posts of Deputy Registrar, 4 posts of Assistant Registrar, 10 posts of Superintendent Grade-I and 20 posts of Superintendent Grade-II were created.
 78. Vide office order Endst. No. 20502 Exc.Cell/dt. 14.07.2014, 26 posts of Court Secretaries has been upgraded to Special Secretaries. w.e.f. 30.05.2014.
 79. Vide office order Endst. No. 23769 Exc.Cell/dt. 06.08.2014, 1 post of Private Secretary, 1 post of Stenographer, 1 posts of Clerk, 1 post of Driver, 2 posts of Peons were created.
 80. Vide office order Endst. No. 23769 Exc.Cell/dt. 06.08.2014, 1 post of Private Secretary has been upgraded to the post of Secretary.
 81. Vide office order Endst. No. 23770 Exc.Cell/dt. 06.08.2014, 12 posts of Mali were created.
 82. Vide office order Endst. No. 23771 Exc.Cell/dt. 06.08.2014, 2 posts Supervisor of Drivers were created.
 83. Vide office oder dated 05.09.2014 Endst No. 27524 Exc.Cell/ dated 08.09.2014, 28 posts of Special Secretary were created (By creating and keeping abeyance equal number of posts of Private Secretaries), 47 posts of Secretary were created (08 posts of Secretaries by upgrading and keeping in abeyance the existing equal number of surplus posts of Private Secretaries. 39 posts of Secretaries by creating and keeping in abeyance equal number of Posts of private secretaries.
 84. Vide office order Endst. No. 3659/SPL E.I dated 05.12.2014, 6 posts of Restorer were created.
 85. Vide office order Endst No. 8574/Exc. Cell dated 23.03.2015, 1 Post of Senior Assistant and 1 post of Clerk was created
 86. Vide office order dated 10.12.2015, issued vide Endst. No. 101 spl 3-Exc. Cell dated 12.12.2015 & Endst. No. 103 spl 3-Exc. Cell dated 12.12.2015, Hon'ble the Acting Chief Justice and Judges has been pleased to accord sanction for grant of pay scale Rs. 10300-34800 with grade pay of Rs. 3200/- and Rs. 10300-34800 with grade pay of Rs. 3400 to the Restorer and Supervisor of Records, respectively. They would not be entitled to Additional pay @ 20% on the aforesaid pay scale.
 87. Vide office order dated 31.05.2016, issued vide Endst. No. 16217/Exc. Cell dated 03.06.2016, 1 post of Assistant Registrar, 2 posts of Superintendent Grade-I, 8 posts of Senior Assistant, 8 posts of Clerks, 2 posts of Restorer and 4 posts of Peon were abolished.
 88. Vide officer order dated 14.07.2016, issued under Endst. No. 18960/ Exc. Cell dated 16.07.2016, 2 posts of Registrar, 4 posts of Joint Registrar and 4 posts of Deputy Registrar were created.
 89. Vide Endst. No. 20984 Exc. Cell dated 30.07.2016, Special Duty Allowance @ Rs. 400/- p.m. has been granted to Drivers, in terms of letter no. 21/36/2015-2 V.B2/230 dated 10.06.2016 of Government of Punjab.
 90. Vide notification No. 177 Rule Cell/ V.Z.27 dated 26.10.2016 the Secretariat Pay of Ushers is equated with that of Dafris @ 320/- with effect from 01.12.2011, the date on which their pay scales were equated.
 91. Vide officer order dated 17.11.2016, issued under Endst. No. 106/Spl. Exc. Cell dated 17.11.2016, Hon'ble the Chief Justice has been pleased to create 15 temporary posts of Driver on the establishment of this Court.
 92. Vide Notification No. 48 Rule Cell/V.Z.27 dated 17.02.2017 Column 9 (Remarks) at Serial No. 19 of Schedule-I and Rule 22 (2) of the High Court Establishment (Appointment and Conditions of Service) Rules, 1973 has been amended.
 93. Vide office order dated 22.02.2017 issued under Endst. No. 307 Spl. Exc. Cell/ dated 02.03.2017 one post of Supervisor of Records was created.
 94. Vide office order dated 21.04.2017 issued under Endst. No. 486 Spl Exc. Cell dated 21.04.2017 one post of Deputy Registrar has been created for the period from 21.04.2017 to 30.04.2017.
 95. Vide office order dated 17.11.2016, Hon'ble the Chief Justice has been pleased accord sanction for grant of pay scale Rs. 10300-34800 with grade of Rs. 3400 to the Book Binders. They would not be entitled to Additional pay @ 20% on the aforesaid pay scale.
 96. Vide office order dated 27.04.2017 issued under Endst. No. 535 Spl Exc. Cell dated 28.04.2017 one post of Deputy Registrar has been created for the period from 27.04.2017 to 31.05.2017.
 97. Vide office order dated 06.12.2016 issued under endst. No. 143 Spl 3-Exc. Cell dated 08.12.2016 of Exclusive Cell Secretariat Pay of Restorers has been increased from Rs. 240/- to Rs. 400/-.
 98. vide office orders dated 16.03.2017, Hon'ble the Chief Justice has been pleased to reduce the Grade pay of Supervisors from Rs. 3400/- to Rs. 3200/-.
 99. Vide office orders dated 01.06.2017, issued under endst no. 669 spl 3-Exc.cell dated 02.06.2017 Secretariat Pay of Supervisors of Records has been increased Rs. 240 to Rs. 400.
 100. vide of orders dated 19.12.2017, issued under Endst. No. 1296 Spl./1 Exc. Cell dated 21.12.2017 20 posts of Drivers has been created.

SCHEDULE – I – A

Statement showing the post on the Establishment of the High Court of Punjab and Haryana and the corresponding comparable posts in the Punjab Civil Secretariat.

Sr. No.	Name of the Post in the Establishment of the High Court of Punjab and Haryana	Name of the Corresponding/ comparable posts in the Punjab Civil Secretariat
1.	Registrar/Joint Registrar	Secretary/Joint Secretary
2.	Special Secretary	Special Secretary to Minister ¹
3.	Deputy Registrar	Deputy Secretary
4.	Secretary	Secretary to Minister ²
5.	Assistant Registrar	Under Secretary
6.	Superintendent Grade – I/Librarian	Superintendent Grade – I
7.	Private Secretaries/Readers to Hon'ble Judges	Private Secretaries to Minister
8.	Superintendent Grade – II	Superintendent Grade – II
9.	P.S. to Registrar	P.S. to Secretary
10.	Judgement Writer	P.A. to Secretary
11.	Senior Assistant	Senior Assistant
12.	Revisors	Superintendent Grade – II
13.	Translators with Senior Assistant	Senior Assistant
14.	Senior Scale Stenographers	Senior Scale Stenographers
15.	Steno-typists	Steno-typists
16.	Junior Assistant	Junior Assistant
17.	Clerks/Typists	Clerks/Typists
18.	Supervisor (Record Room)	Supervisor (Record Room)
19.	Restorers	Restorers
20.	Book Binders	Book Binders in F.C. Office
21.	Daftri/ Usher	Daftri
22.	Omitted	Omitted
23.	Peons/Orderlies	Peons
24.	Head Mali/ Assistant Mali (including Malies Collies)	Head Mali/Malies
25.	Frash	Frash
26.	Safai Sewak	Safai Sewak
27.	Chowkidar	Chowkidar
28.	Drivers	Drivers
29.	Supervisor of Drivers	Supervisor of Drivers

[¹ Words 'in the rank of Deputy Secretary to Govt.' deleted vide Notification No. 181 Exc. Cell., dt. 24.7.97] [² Words 'in the rank of Under Secretary' deleted vide Notification No. 181 Exc. Cell, dt. 24.7.97].

Schedule-I-A amended vide notification No.197 Excl. Cell V.Z.27 dated 23.8.2012)

Schedule-I-A amended vide notification No.177 Rule Cell V.Z.27 dated 26.10.2016)

SCHEDULE – II

Schedule showing the authority empowered to impose penalties upon the officers and servants serving on the staff attached to the High Court as referred to in Rule 35

	Penalty	Authority empowered to impose penalty
(a)	Censure	Chief Justice or Judge or the Registrar Specially empowered in this behalf.
(b)	With-holding of increments or promotion including stoppage at an efficiency bar, if any.	-ditto-
(c)	Reduction to a lower post or time scale or to lower stage in the time-scale.	-ditto-
(d)	Recovery by deduction from pay of the whole or part of any pecuniary loss caused to the Government by negligence or breach of orders.	-ditto-
(e)	Suspension.	-ditto-
(f)	Removal from the Civil Service of the Government without a disqualification for future employment.	Chief Justice
(g)	Dismissal from the Civil service of the Government with disqualification for future employment.	Chief Justice

SCHEDULE – III

Rules regulating the appointment and conditions of service of the Registrar, High Court of Punjab and Haryana as amended upto 19th September, 2012.

Citation Authority: In exercise of the powers conferred by Article 229 read with Article 231 of the Constitution of India after previous reference to the President of India under the proviso to the said Article, the Chief Justice of the High Court of Punjab and Haryana is pleased to make the following rules relating to appointment to the post of Registrar of the High Court and regulating the conditions of his service.

Short Title: (1) These rules may be called the Registrar, High Court of Punjab and Haryana (Appointment and Conditions of Service) Rules, 1952 as revised and amended upto January, 1973.

(2) These rules shall come into force at once.

2. (a) Appointment to the post of Registrar shall be made by the Chief Justice from amongst the members of the Punjab/Haryana Superior Judicial Service and the Registrar so appointed shall be designated as Registrar General.

(b) The Chief Justice may fill up the additional posts of Registrar (Vigilance, Administration, Judicial, Rules, Recruitment, Principal Secretary to Chief Justice-cum-Registrar and Computerization) either:-

(i) from amongst the members of the Punjab/Haryana Superior Judicial Service

OR

(ii) by selection from amongst the Joint Registrars.

Provided that at least one post of Registrar shall be filled up from amongst the Joint Registrars borne on the cadre of High Court establishment.

¹[Rule 2-A subs. vide Notification No. 240 Exc. Cell dt. 11/16.8.97]

[Rule 2 vide Notification No. 242 Exc. Cell dt. 10.9.08 under order dt.8.9.08 of HCJ]

[Rule 2(b) vide Notification No. 264 Exc. Cell dt. 23.11.09 under order dt.19.11.09 of HACJ]

[Rule 2(b) vide Notification No. 275 Exc. Cell dt. 4/8.12.09 & No. 251 dated 19.9.2012]

Salary etc.: 3. The Registrar, if he is a member of the Punjab/Haryana, Superior Judicial Service, shall draw the same pay as is admissible in the time-scale or in the selection grade of the service as the case may be. If, however, he is not a member of the Service, he shall draw the same pay as is admissible to a member of the service in the time scale. In addition, the Registrar shall draw a Secretariat Pay of Rs. 2500/- per

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mensem irrespective of his drawing pay in the time scale or selection grade of the Punjab/Haryana Superior Judicial Service or in any other pay-scale.

[¹ Sectt. Allowance has been doubled from Rs. 500/- to Rs. 1000/- in favour of Registrar (General) vide order dt. 13.2.98 of Hon'ble the Chief Justice]

{Amended vide notification No. 197 Excl. Cell V.Z.27 dated 23.8.2012} .

4. (1) Save as otherwise expressly provided, the conditions of service of Registrar shall be regulated:-

(a) as respects penalties and appeals by the High Court Establishment (Appointment and Conditions of Service) Rules, 1952, as amended upto January, 1973, for the time being in force;

(b) as respects leave, conduct and discipline, compulsory retirement, pension and additional pension and other conditions of service by the rules and orders applicable to members of the Superior Judicial Service for the time being in force;

Provided that the powers exercisable under the said rules and orders by the Governor of Punjab or the Government of Punjab or by any authority subordinate to the Governor or Government shall be exercisable by the Chief Justice.

This rule shall be deemed to have come into force on the day on which the High Court Establishment (Appointment and Conditions of Service) Rules, 1973 come into force.

BY ORDER OF HON'BLE THE CHIEF JUSTICE

Sd/-

REGISTRAR

IMMOVABLE PROPERTY STATEMENT

Under Rule 37(1) of the High Court Establishment (Appointment & Conditions of Service) Rule, 1973.

Declaration by _____ of the Immovable property held by him and members of family.

Note:- (i) All interest of a permanent nature in immovable property, whether ownership mortgage or hereditary occupancy should be entered.

(ii) Members of a family include the wife or the husband, as the case may be, sons, father or brother of the employee.

Sr. No.	Location (Village the--sil & Distt.)	Details of the property	Name of the holder of the propert y, self or other membe r	Date manner and cost of the acquisi tion	Resources from which property has been purchased	Present value	Annual income
1.	2.	3.	4.	5.	6.	7.	8.

Signature

1 _

Dated: _____
