

APPENDIX-B
[See rule 7& 9]

S. No	Designation of posts	Academic qualification and experience	
		Direct recruitment/ Deputation/ Transfer	Promotion
1.	CHIEF SCIENTIST	<p>Essential qualifications:</p> <p>Ph.D. in Agronomy, Agricultural Meteorology/ Plant Physiology/ Soil Science/ Horticulture/ Environmental Sciences/ Botany/ Forestry/ Ecology/ Geo-physics/ Geography/ Geology/ Hydrology/ Physics.</p> <p>OR</p> <p>Ist Class M.Tech. degree in Environmental Engineering/ Computer Sciences/ Electronics/ Civil Engineering/ Agricultural Engineering/ Remote Sensing.</p> <p>Experience:</p> <p>At least 15 years experience in Remote Sensing/ GIS applications for natural resources management.</p>	From Principal Scientist with at least 4 years experience as Principal Scientist
2.	PRINCIPAL SCIENTIST	<p>Desirable:</p> <p>Some administrative experience, computer knowledge and experience in planning, formulation and implementation of projects in the area of natural resources management.</p> <p>Essential qualifications:</p> <p>Ph.D. in Agronomy, Agricultural Meteorology/ Plant Physiology/ Soil Science/ Horticulture/ Environmental Sciences/ Botany/ Forestry/ Ecology/ Geo-physics/ Geography/ Geology/ Hydrology/ Physics.</p> <p>OR</p> <p>Ist Class M.Tech. degree in Environmental Engineering/ Computer Sciences/ Electronics/ Civil Engineering/ Agricultural Engineering/ Remote Sensing.</p> <p>Experience:</p> <p>At least 12 years experience in Remote Sensing/ GIS applications for natural resources management.</p>	From Senior Scientist with at least 8 years experience as Senior Scientist
3.	SENIOR	<p>Desirable:</p>	

	<p>SCIENTIST (AGRIC. / LAND USE)</p>	<p>Some administrative experience, computer knowledge and experience in planning, formulation and implementation of projects in the area of natural resources management.</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc. Degree or equivalent in Agronomy/ Agricultural Physics/ Agro-Meteorology/ Plant Physiology/ Geography* with minimum 5 years experience in the applications of Remote Sensing in agriculture</p> <p>OR</p> <p>Ph.D. in Agronomy/ Agricultural Physics/ Agro-Meteorology/ Plant Physiology/ Geography* with minimum 2 years experience in the applications of Remote Sensing in agriculture field</p> <p>* Bachelor degree should be in Science.</p>	<p>From Assistant Scientist (Agriculture) or Assistant Scientist (Land Use) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist</p>
4.	<p>SENIOR SCIENTIST (FORESTRY/ ECOLOGY)</p>	<p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc. Degree or equivalent in Forestry/ Ecology/ Environmental Sciences with minimum 5 years experience in the application of Remote Sensing in Forestry and Ecology.</p> <p>OR</p> <p>Ph.D. in Forestry/ Ecology/ Environmental Sciences with minimum 2 years experience in the application of Remote Sensing in Forestry/ Ecology.</p> <p>Desirable:</p> <p>Candidates possessing Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute will be given preference.</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc. Degree or equivalent in Geology/ Geophysics with specialization in Geohydrology/ Hydrology/ Agricultural Engineering with minimum 5 years experience</p>	<p>From Assistant Scientist (Environment/ Ecology) or Assistant Scientist (Forestry) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist</p>
5.	<p>SENIOR SCIENTIST (WATER RESOURCES)</p>	<p>Desirable:</p> <p>Candidates possessing Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute will be given preference.</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc. Degree or equivalent in Geology/ Geophysics with specialization in Geohydrology/ Hydrology/ Agricultural Engineering with minimum 5 years experience</p>	<p>From Assistant Scientist (Water Resources) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist</p>

6.	SENIOR SCIENTIST (GEOLOGY/ GEOMORPHOLOGY)	<p>in the application of Remote Sensing in Water Resources.</p> <p>OR</p> <p>M.E./ M.Tech. in Geology/ Geophysics with specialization in Geohydrology/ Hydrology/ Agricultural Engineering with minimum 4 years experience in the application of Remote Sensing in Water Resources.</p> <p>OR</p> <p>Ph.D. in Geology/ Geophysics with specialization in Geohydrology/ Hydrology/ Agricultural Engineering with minimum 2 years experience in the application of Remote Sensing in Water Resources.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute</p> <p>Essential Qualifications:</p> <p>Ist Class M.Sc. Degree or equivalent in Geology/ Geophysics with minimum 5 years experience in the application of Remote Sensing in Geosciences.</p>	<p>From Assistant Scientist (Geology/ Geophysics) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist</p>
7.	SENIOR SCIENTIST (GEOINFORMATICS)	<p>OR</p> <p>M.E./ M. Tech. in Geology/ Geophysics with minimum 4 years experience in the application of Remote Sensing in Geosciences.</p> <p>OR</p> <p>Ph.D. in Geology/ Geomorphology/ Geophysics/ Mineral Exploration with minimum 2 years experience in the application of Remote Sensing in Geosciences.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute</p> <p>Essential Qualifications:</p> <p>Ist Class M.E./ M.Tech. or equivalent in Computer Science/ Computer Engineering/ Information Technology/ Geoinformatics with 4 years experience in System Management/ Image Processing/ GIS. Preference will be given</p>	<p>From Assistant Scientist (Geo-informatics) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist</p>

		<p>to candidates having experience in developing/ customizing software for remote sensing applications and image processing system/ GIS.</p> <p>OR</p> <p>Ist Class M.Sc. in Physics/ M.C.A.*/ B.E./ B.Tech. in Computer Science/ Computer Engineering/ Electronics/ Information Technology/ Geoinformatics or equivalent with 5 years experience in System Management/ Image Processing/ GIS. Preference will be given to candidates having experience in developing/ customizing software for remote sensing applications and image processing system/ GIS</p> <p>*The Bachelor degree should be in science</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute</p>	
8.	SENIOR SCIENTIST (SOIL SURVEY AND LAND EVALUATION)	<p>Essential qualifications:</p> <p>Ist Class M.Sc. (Agriculture) or equivalent in Soil Science with minimum 5 years experience in the applications of Remote Sensing/ GIS in Soil Survey.</p> <p>OR</p> <p>Ph.D. in Soil Science with minimum 2 years experience in the application of Remote Sensing/ GIS in soil survey.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute</p>	From Assistant Scientist (Soils) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist
9.	SENIOR SCIENTIST (NRDMS)	<p>Essential qualifications:</p> <p>Ist Class M.Sc. in Biological Science/ Physical Science/ Mathematics/ Geography/ Urban Planning or equivalent with minimum 5 years experience in the applications of Remote Sensing/ GIS for natural resources / environmental management/ urban or infrastructural planning.</p> <p>OR</p> <p>Ph.D. in any one of the above mentioned areas with minimum 2 years experience in the application of Remote Sensing/ GIS for natural resources / environmental management/ urban</p>	From Assistant Scientist (NRDMS) or Assistant Scientist (Urban and Regional Planning) with at least 5 years experience with Ph. D. degree and 7 years with Master's degree as Assistant Scientist

or infrastructural planning.

Desirable:

Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute

APPENDIX B-1
[See rule 7 & 9]

S. No.	Designation of posts	Academic Qualifications and Experience	
		Direct recruitment/ Deputation/ Transfer	Promotion
1.	ASSISTANT SCIENTIST (GEO-INFOMATICS)	<p>Essential Qualifications:</p> <p>Ist Class M.E./ M.Tech./ MCA*/M.Sc. or equivalent in Computer Science/ Computer Engineering/ Information Technology/ Geoinformatics/ Physics/ Mathematics.</p> <p>OR</p> <p>B.E./ B.Tech in Computer Science/ Computer Engineering/ Electronics/ Information Technology/ Geoinformatics with one year experience in software development/ customization for remote sensing applications and image processing system/ GIS.</p> <p>* The Bachelor degree should be in science.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute One year experience in the application of Remote Sensing/ GIS in Software Development/ Customization.</p>	<p>From Senior Scientific Assistant (Geo-informatics) with at least 7 years experience as Senior Scientific Asstt.</p>
2.	ASSISTANT SCIENTIST (AGRICULTURE)	<p>Age: Up to 40 years</p> <p>Essential Qualifications:</p> <p>Ist Class M. Sc. (Agriculture) or equivalent degree in Agronomy/ Plant Physiology/ Agricultural Physics/ Agro-Meteorology/ Horticulture</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute One year experience in the application of Remote Sensing/ GIS in Agriculture.</p>	<p>From Senior Scientific Assistant (Agriculture) with at least 7 years experience as Senior Scientific Assistant</p>
3.		<p>Age: Up to 40 years.</p>	

4.	ASSISTANT SCIENTIST (FORESTRY)	<p>Essential qualifications:</p> <p>1st Class M. Sc. or equivalent in Forestry/ Environmental Sciences.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute. One year experience in the application of Remote Sensing/ GIS in Forestry/ Vegetation Mapping.</p> <p>Age: Up to 40 years.</p>	<p>From Senior Scientific Assistant (Environment/ Ecology) with at least 7 years experience as Senior Scientific Asstt.</p>
5.	ASSISTANT SCIENTIST (WATER RESOURCES)	<p>Essential qualifications:</p> <p>1st Class M.Sc. in Agricultural Engineering/ Geology*/ Geophysics*</p> <p>OR</p> <p>1st Class B.E./ B.Tech. or equivalent in Agricultural Engineering.</p> <p>*Specialization in Hydrology</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute One year experience in the application of Remote Sensing/ GIS in Water Resources.</p> <p>Age: Up to 40 years.</p>	<p>From Senior Scientific Assistant (Water Resources) or Senior Scientific Assistant (Microwave) with at least 7 years experience as Senior Scientific Asstt.</p>
6.	ASSISTANT SCIENTIST (ENVIRONMENT/ ECOLOGY)	<p>Essential qualifications:</p> <p>1st Class M.Sc. Degree or equivalent in Environmental Sciences/ Ecology/ Botany with specialization in Ecology.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute One year experience in the application of Remote Sensing/ GIS in Environmental Sciences/ Ecology.</p>	<p>From Senior Scientific Assistant (Environment/ Ecology) with at least 7 years experience as Senior Scientific Asstt.</p>
6.	ASSISTANT		

7.	SCIENTIST (GEOLOGY/ GEOPHYSICS)	<p>Age: Up to 40 years.</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc./ M.Tech. or equivalent in Geology/ Geophysics.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute One year experience in the application of Remote Sensing/ GIS in Geosciences.</p>	<p>From Senior Scientific Assistant (Water Resources) or Senior Scientific Assistant (Microwave) with at least 7 years experience as Senior Scientific Assistant</p>
8.	ASSISTANT SCIENTIST (SOILS)	<p>Age: Up to 40 years.</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc. (Agriculture) or equivalent in Soil Science.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute. One year experience in the application of Remote Sensing/ GIS in Soils.</p>	<p>From Senior Scientific Assistant (Soil Lab) with at least 7 years experience as Senior Scientific Asstt.</p>
9.	ASSISTANT SCIENTIST (LAND USE)	<p>Age: Up to 40 years.</p> <p>Essential qualifications:</p> <p>Ist Class M.Sc. degree or equivalent in Geography*/ Town and Country Planning</p> <p>* The Bachelor degree should be in science</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute. One year experience in the application of Remote Sensing/ GIS in Land use studies.</p> <p>Age: Up to 40 years.</p>	<p>From Senior Scientific Assistant (Agriculture) with at least 7 years experience at the level of Senior Scientific Asstt.</p>

10	<p>(URBAN AND REGIONAL PLANNING)</p> <p>ASSISTANT SCIENTIST (NRDMS)</p>	<p>Essential qualifications:</p> <p>Ist Class M. Sc. degree in Geography*/ Town and Country Planning/ Regional Planning.</p> <p>* The Bachelor degree should be in science</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute. One year experience in the application of Remote Sensing/ GIS for urban and regional planning.</p> <p>Age: Up to 40 years.</p>	<p>From Senior Scientific Assistant (NRDMS/ Urban Planning) with at least 7 years experience as Senior Scientific Asstt.</p>
11	<p>SENIOR SCIENTIFIC ASSISTANT (MICROWAVE)</p>	<p>Essential qualifications:</p> <p>Ist Class M.Sc. in Biological Science/ Physical Science/ Mathematics/ Geography*/ Urban Planning.</p> <p>* The Bachelor degree should be in science</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ institute. One year experience in the application of Remote Sensing/ GIS for urban and regional planning.</p> <p>Age: Up to 40 years.</p>	<p>From Senior Scientific Assistant (NRDMS/ Urban Planning) with at least 7 years experience as Senior Scientific Asstt.</p>
12	<p>SENIOR SCIENTIFIC ASSISTANT (URBAN SURVEY AND REGIONAL PLANNING)</p>	<p>Essential Qualifications:</p> <p>Ist Class M.Sc. or equivalent in Physics/ Agricultural Physics.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute.</p>	<p>By Direct Recruitment</p>

13 .	SENIOR SCIENTIFIC ASSISTANT (AGRICULTURE)	<p>Age: Up to 40 years.</p> <p>Essential Qualifications:</p> <p>Ist Class M.Sc. degree or equivalent in Town and Country Planning/ Regional Planning/ Geography*.</p> <p>* The Bachelor degree should be in science.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute.</p>	By Direct Recruitment
14 .	SENIOR SCIENTIFIC ASSISTANT (GEO-INFORMATICS)	<p>Age: Up to 40 years.</p> <p>Essential Qualifications:</p> <p>Ist Class M.Sc. (Agriculture) in Agronomy/ Soil Science/ Plant Physiology/ Agro-meteorology/ Agricultural Physics.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute.</p>	By Direct Recruitment
15 .	SENIOR SCIENTIFIC ASSISTANT (SOIL LABORATORY)	<p>Age: Up to 40 years.</p> <p>Essential qualifications:</p> <p>Ist Class M. Sc./ BE/ B. Tech. in Computer Science/ Computer Applications/ Information Technology/ Geoinformatics/ Computer Engineering/ Electronics/ MCA*.</p> <p>* Graduation/ Post Graduation degree should be in Science.</p> <p>Desirable:</p> <p>Post Graduate Diploma/ Degree in Remote Sensing/ GIS from a recognized University/ Institute.</p>	By Direct Recruitment
16 .		<p>Age: Up to 40 years.</p> <p>Essential Qualifications:</p> <p>Ist Class M.Sc. in Chemistry/ Soils.</p> <p>Desirable:</p>	

**APPENDIX B-2
(See Rule 7 & 9)**

S. No.	Designation of posts	Academic Qualifications and Experience	
		Direct recruitment/ Deputation/ Transfer	Promotion
1.	Administrative Officer	<p>Qualification:</p> <p>M.B.A./ M.S.W./ Post Graduate Diploma in Personnel Management from Institute of repute with at least 60% marks.</p> <p>Hindi up to Matric Standard.</p> <p>Experience:</p> <p>Candidate should be at least three years senior level experience in personnel management in any of State/ Public Sector undertaking/ Private Undertaking of repute/ Govt. Department.</p>	From Accounts Assistant with 7 years experience.
2.	Personal Assistant	<p>Qualification:</p> <p>Bachelor's Degree.</p> <p>Hindi up to Matric standard.</p> <p>Experience:</p> <p>At least 5 years experience as Steno-typist in a semi Govt./ Undertaking/ Govt. Deptt. or Private Sector undertaking of repute.</p> <p>Speed:</p> <p>Stenography 120 W.P.M. Typing 50 W.P.M.</p> <p>Knowledge of basic computer.</p>	From Senior Scale Stenographer with 5 years experience.
3.	Librarian	<p>QUALIFICATION:</p> <p>B.Lib. with at least 50% marks.</p> <p>Hindi up to Matric standard.</p> <p>EXPERIENCE:</p> <p>The candidate should have at least one year experience in managing and supervisory the work of a library of any Institution/ Corporation/ Govt. Department.</p>	By Direct Recruitment

4.	Senior Scale Stenographer	<p>QUALIFICATION:</p> <p>Candidate should be either B.A. or Higher Secondary Second Division or Matric with at least 60% marks.</p> <p>Speed:</p> <p>Stenography 100 W.P.M. Typing 40 W.P.M.</p> <p>EXPERIENCE:</p> <p>At least 1 year experience as Steno-Typist with knowledge of computer.</p>	From Clerk-cum-Typist with 5 year experience. Speed of 100 W.P.M. in stenography.
5.	Accounts Assistant	<p>QUALIFICATION:</p> <p>B.Com. with minimum 50% marks.</p> <p>Hindi up to Matric standard.</p> <p>EXPERIENCE:</p> <p>A minimum 4 years experience as Accounts Clerk in Govt. Office/ Private Undertakings with knowledge of computer.</p>	From Clerk-cum-Typists with 4 years experience. Knowledge of accounts and basic computer.
6.	Driver	<p>QUALIFICATION:</p> <p>Middle Pass with light vehicle licence.</p> <p>EXPERIENCE:</p> <p>At least two years experience of driving a light vehicle.</p>	From Office Attendants/ Helpers with a valid driving licence.
7.	Clerk-cum-Typist	<p>QUALIFICATION:</p> <p>Matric (with at least 60% marks) or High Secondary with 50% marks or B.A./ B.Com. with knowledge of computer.</p> <p>Typing speed:</p> <p>30 W.P.M. (English) 20 W.P.M. (Hindi)</p> <p>Hindi up to Matric standard</p>	From Office Attendants/ Gardener/ Helper/ Sweeper, Chowkidar, Sweeper-cum-Chowkidar subject to fulfillment of qualifications.
8.	Office Attendant	<p>QUALIFICATION:</p> <p>Middle pass.</p>	By Direct Recruitment
9.	Chowkidar	<p>QUALIFICATION:</p> <p>Middle pass.</p>	By Direct Recruitment

APPENDIX C
[See rule 16 (1)]

Sr. No.	Designation of posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate authority	Second & final appellate authority, if any
1.	2.	3.	4.	5.	6.	7.
1. 2. 3.	Chief Scientist Principal Scientist Senior Scientist	Chairman/ Chairperson	Minor & Major penalties	Chairman/ Chairperson	Governing Body	---
<p>MINOR PENALTIES</p> <p>(i) Warning with a copy on the personal file.</p> <p>(ii) Censure.</p> <p>(iii) Withholding of promotion.</p> <p>(iv) Recovery from pay of the whole or part of pecuniary loss caused by negligence or a breach of orders, to the Central Government or State Government or to a company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State.</p> <p>(v) Withholding of increments of pay without cumulative effect.</p> <p>MAJOR PENALTIES</p> <p>(vi) Withholding of increments of pay with cumulative effect.</p> <p>(vii) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have effect of postponing the future increments of pay.</p> <p>(viii) Reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the employee was reduced and his seniority and pay on such restoration to that grade, post or service.</p>						

			<ul style="list-style-type: none"> (ix) Compulsory retirement. (x) Removal from service which shall not be a disqualification for future employment under the HARSAC and Government. (xi) Dismissal from service which shall ordinarily be a disqualification for future employment under the HARSAC/ Government.
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APPENDIX C-1
[See rule 16 (1)]

Sr. No.	Designation of posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate authority	Second & final appellate authority, if any
1.	2.	3.	4.	5.	6.	7.
1. 2. 3.	Assistant Scientist Administrative Officer Accounts Officer	Chairman/ Chairperson	Minor & Major penalties	Chairman / Chairperson	Governing Body	---
			<p>MINOR PENALTIES</p> <p>(i) Warning with a copy on the personal file.</p> <p>(ii) Censure.</p> <p>(iii) Withholding of promotion.</p> <p>(iv) Recovery from pay of the whole or part of pecuniary loss caused by negligence or a breach of orders, to the Central Government or State Government or to a company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State.</p> <p>(v) Withholding of increments of pay without cumulative effect.</p> <p>MAJOR PENALTIES</p> <p>(vi) Withholding of increments of pay with cumulative effect.</p> <p>(vii) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have effect of postponing the future increments of pay.</p> <p>(viii) Reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the employee was reduced and his seniority and pay on such restoration to that grade, post or service.</p> <p>(ix) Compulsory retirement.</p>			

			<p>(x) Removal from service which shall not be a disqualification for future employment under the HARSAC and Government.</p> <p>(xi) Dismissal from service which shall ordinarily be a disqualification for future employment under the HARSAC/ Government.</p>
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APPENDIX C-2
[See rule 16 (1)]

Sr. No.	Designation of posts	Appointing authority	Nature of Penalty	Authority empowered to impose penalty	Appellate authority	Second & final appellate authority, if any
1.	2.	3.	4.	5.	6.	7.
1.	Personal Assistant	Director	Minor & major penalties	Director	Chairman / Chairperson	Governing Body

2.	Librarian		<p>MINOR PENALTIES</p> <p>(i) Warning with a copy on the personal file.</p> <p>(ii) Censure.</p> <p>(iii) Withholding of promotion.</p> <p>(iv) Recovery from pay of the whole or part of pecuniary loss caused by negligence or a breach of orders, to the Central Government or State Government or to a company and association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the Government or to a local authority or university set up by an Act of Parliament or of the Legislature of a State.</p> <p>(v) Withholding of increments of pay without cumulative effect.</p> <p>MAJOR PENALTIES</p> <p>(vi) Withholding of increments of pay with cumulative effect.</p> <p>(vii) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have effect of postponing the future increments of pay.</p> <p>(viii) Reduction to a lower scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the employee to the time scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the employee was reduced and his seniority and pay on such restoration to that grade, post or service.</p> <p>(ix) Compulsory retirement.</p> <p>(x) Removal from service which shall not be a disqualification for future employment under the HARSAC and Government.</p> <p>(xi) Dismissal from service which shall ordinarily be a disqualification for future employment under the HARSAC/ Government.</p>
3.	Sr. Scientific Assistant		
4.	Technical Assistant		
5.	Sr. Scale Stenographer		
6.	Accounts Assistant		
7.	Driver		
8.	A.C. Mechanic		
9.	Electrician		
10	Clerk-cum-Typist		
11	Office Attendant		
12	Gardener		
13	Chowkidar		
14	Sweeper		
15	Sweeper-cum-Chowkidar		

APPENDIX D
[See rule 16(2)]

Sr. No.	Designation of posts	Nature of order	Authority empowered to make order	Appellate authority	Second & final authority, if any
1.	2.	3.	4.	5.	6.
1. 2. 3.	Chief Scientist Principal Scientist Senior Scientist	(a) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension. (b) Terminating the appointment otherwise than on his attaining the age fixed for superannuation.	Chairman / Chairpersons	Governing Body	---

APPENDIX D-1
[See rule 16(2)]

Sr. No.	Designation of posts	Nature of order	Authority empowered to make order	Appellate authority	Second & final authority, if any
1.	2.	3.	4.	5.	6.
1. 2. 3.	Assistant Scientist Administrative Officer Accounts Officer	(a) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension. (b) Terminating the appointment otherwise than on his attaining the age fixed for superannuation.	Chairman / Chairpersons	Governing Body	---

APPENDIX D-2
[See rule 16(2)]

Sr. No.	Designation of posts	Nature of order	Authority empowered to make order	Appellate authority	Second & final authority, if any
1.	2.	3.	4.	5.	6.
1.	Personal Assistant	(a) reducing or withholding the amount of ordinary or additional pension admissible under the rules governing pension. (b) Terminating the appointment otherwise than on his attaining the age fixed for superannuation.	Director	Chairman / Chairperson	Governing Body
2.	Librarian				
3.	Sr. Scientific Assistant				
4.	Technical Assistant				
5.	Sr. Scale Stenographer				
6.	Accounts Assistant				
7.	Driver				
8.	A.C. Mechanic				
9.	Electrician				
10.	Clerk-cum-Typist				
11.	Office Attendant				
12.	Gardener				
13.	Chowkidar				
14.	Sweeper				
15.	Sweeper-cum-Chowkidar				