

The U.P. Industries Department (Directorate of Handloom and Textiles) Subordinate Service Rules, 1992

UTTAR PRADESH

India

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Rule

THE-U-P-INDUSTRIES-DEPARTMENT-DIRECTORATE-OF-HANDLOOM of 1992

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The U.P. Industries Department (Directorate of Handloom and Textiles) Subordinate Service Rules, 1992 Published vide Notification No. 442-Ka-18-10-732(S)-83, dated 21st October, 1992, published in the U.P. Gazette, Part 1 (Ka), dated 20th February, 1993 In exercise of the powers conferred by proviso to Article 309 of the Constitution and in supersession of all existing rules and orders on the subject, the Governor is pleased to make the following rules regulating recruitment and conditions of service of persons appointed to the Uttar Pradesh Industries Department (Directorate of Handloom and Textiles) Subordinate Service:

Part I – General

1. Short title and commencement.

- These rules may be called the Uttar Pradesh Industries Department (Directorate of Handloom and Textiles) Subordinate Service Rules, 1992.(2) They shall come into force at once.

2. Status of the Service.

- The Uttar Pradesh Industries Department (Directorate of Handloom and Textiles) Subordinate Service is non-gazetted service comprising of Group 'C' and Group 'D' posts.

3. Definitions.

- In these rules, unless there is anything repugnant in the subject or context,-(a)"Appointing authority" in relation to a post means the authority mentioned as such in the Appendix to these rules;(b)"Citizen of India" means a person who is or is deemed to be citizen of India under Part II of the Constitution;(c)"Commission" means the Uttar Pradesh Subordinate Services Selection Commission;(d)"Constitution" means the Constitution of India;(e)"Degree" or "Diploma" means a degree or diploma from a recognized University established by law in India or from a Government Institution or any other University or Institution recognised by the Government in this behalf;(f)"Director" means the Director of Handloom and Textiles, Uttar Pradesh;(g)"Government" means the State Government of Uttar Pradesh;(h)"Governor" means the Governor of Uttar Pradesh;(i)"Member of the Service" means a person substantively appointed under these rules or the rules or orders in force prior to the commencement of these rules, to a post in a cadre of the Service;(j)"Practical experience for direct recruitment" means practical experience in any State Government or Central Government or Public Undertaking or Private Undertaking of repute in the relevant subject;(k)"Service" means the Uttar Pradesh Industries Department (Directorate of Handloom and Textiles) Subordinate Service;(l)"Substantive appointment" means an appointment not being an ad hoc appointment, on a post in the cadre of the Service, made after selection in accordance with the rules and, if there are no rules, in accordance with the procedure prescribed for the time being by executive instructions issued by the Government;(m)"Year of recruitment" means a period of twelve months commencing from the first day of July of a calendar year.

Part II – Cadre

4. Cadre of Service.

- (i) The strength of the Service and of each category of posts therein shall be such as may be determined by the Government from time to time.(ii)The strength of the Service and of each category of posts therein shall, until order to these rules varying the same are passed under sub-rule (1) be as given in Appendix to these rules provided that-(1)the appointing authority may leave unfilled or the Governor may hold in abeyance any vacant post, without thereby entitling any person to compensation;(2)the Governor may create such additional permanent or temporary posts as he may consider proper.

Part III – Recruitment

5. Source of recruitment.

- Recruitment to the various categories of posts in the Service shall be made from the following sources ;(1)Senior Inspector Enquiry.-By promotion from amongst substantively appointed Superintendent Production (Handloom) Grade II and Senior Stenographer, who have completed five years service as such on the first day of the year of recruitment.(2)Senior Investigator.-By promotion from amongst substantively appointed Investigator-cwm-Enumerator who have

completed five years service as such on the first day of the year of recruitment.(3)Superintendent Production (Handloom Grade I).-By promotion from amongst substantively appointed Superintendent Production (Handloom) Grade II who have completed five years service as such on the first day of the year of recruitment.(4)Senior Artist.-By promotion from amongst substantively appointed Design Artist (Kashipur) and Art Designer, Kashipur, who have completed three years service as such on the first day of the year of recruitment.(5)Junior Field Officer.-By promotion from amongst substantively appointed Technical Assistant (Quality Marking Scheme), Senior Master Dyer, Senior Master Dyer (Hill), Superintendent Production (Handloom) Grade II, Superintendent Production (Hill), Superintendent Textiles, Superintendent Blanket/Silk/Darries/Drawing and Painting and Superintendent (Hill) who have completed five years service as such on the first day of the year of recruitment.(6)Technical Assistant (Quality Marking Scheme).-By promotion from amongst substantively appointed Superintendent Production (Hill), Superintendent Textiles, Superintendent Blanket/Silk/Darries/Drawing and Painting, who have completed five years service as such on the first day of the year of recruitment.(7)Design Artist (Kashipur).-By direct recruitment through Commission on the basis of interview.(8)Senior Master Dyer and Senior Master Dyer (Hill).-By promotion from amongst substantively appointed Master Dyer and, Instructor Dyeing and Printing, who has completed five years service as such on the first day of the year of recruitment.(9)Art Designer, Kashipur.-By direct recruitment through Commission on the basis of interview.(10)Senior Auditor.-By promotion from amongst substantively appointed Auditors who have completed five years service' as such on the first day of the year of recruitment.(11)Master Spinning and Weaving.-By promotion from amongst substantively appointed Examiner Textiles and Printing, Master Weaver, Instructor Dyeing and Printing, Inspector Dyeing, Weaving Depot Incharge/Assistant Superintendent/Foreman (Hill), who have completed three years service as such on the first day of the year of recruitment.(12)Superintendent Production (Hill) and Superintendent Textiles.-By promotion from amongst substantively appointed (i) Examiner Textiles and Printing who have completed three years of service as such and (ii) Examiner Textiles/Silk/Darries (Quality Marking Scheme), who have completed five years services as such on the first day of the year of recruitment.(13)Superintendent Production (Handloom Grade 11).-By promotion from amongst substantively appointed Co-operative Inspector, Textiles Inspector and Powerloom Inspector, who have completed seven years service as such on the first day of the year of recruitment.(14)Superintendent Blanket/Silk/Darries/Drawing and Painting and Superintendent (Hill).-By promotion from amongst substantively appointed(15)Examiner Textiles and Printing.-(i)Fifty per cent by direct recruitment through Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed Examiner Textiles/Silk/Darries (Quality Marking Scheme), who has completed five years service as such on the first day of the year of recruitment.(16)Master Weaver Grade I.-(i)Fifty per cent by direct recruitment through Commission on the basis of interview'.(ii)Fifty per cent by promotion from amongst substantively appointed Examiner Textiles/Silk/Darries (Quality Marking Scheme), Senior Instructor Block Cutting (Kashipur)/Master Screen Printing (Kashipur), and Instructor Weaving and Spinning, who have completed five years service as such on the first day of the year of recruitment.(17)Master Dyer Grade I.-(i)Fifty per cent by direct recruitment through Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed Examiner Textiles/Silk/Darries (Quality Marking Scheme), Senior Instructor Block Cutting (Kashipur), Master Screen Printing (Kashipur), and Inspector Weaving and Spinning, who have

completed five years service as such on the first day of the year of recruitment.(18)Instructor Dyeing and Printing and Instructor Dyeing/Weaving/Depot Incharge/Assistant Superintendent/Foreman (Hill).-By promotion from amongst substantively appointed Technical Assistant, Master Weaver, Master Dyer, Supervisor (Hill) and Instructor Weaving and Spinning, who have completed five years service as such on the first day of the year of recruitment.(19)Co-operative Inspector/Textiles Inspector/Powerloom Inspector.-(i)Fifty per cent by direct recruitment through Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed Industrial Supervisor and Technical Supervisor who have completed five years service as such on the first day of the year of recruitment.(20)Technical Assistant (Planning).-By promotion from amongst substantively appointed Junior Clerks and Statistical Assistant in the Office of the Director of Handloom and Textiles, Uttar Pradesh who have completed five years service as such on the first day of the year of recruitment.(21)Examiner Textiles/Silk/Darries (Quality Marking Scheme).-(i)Fifty per cent by direct recruitment through Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed weaver Textiles/Silk/Drocade/Duree who have completed five years service as such on the first day of the year of recruitment.(22)Technical Assistant, Master Weaver Grade II, Master Dyer Grade III Senior Supervisor (Hill).-(i)Fifty per cent by direct recruitment through Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed Wool Grade Operator, Foreman, Jal Charkha Operator/Master/Supervisor (Hill), who have completed five years service as such on the first day of the year of recruitment.(23)Auditor.-(i)Fifty per cent by direct recruitment through Commission on the basis of competitive examination.(ii)Fifty per cent by promotion from amongst substantively appointed Junior Account Clerks in the office of the Director of Flandloom and Textiles, Uttar Pradesh, who have completed five years service as such on the first day of the year of recruitment.(24)Investigator-cum-Enumerator.-By direct recruitment through Commission on the basis of competitive examination.(25)Senior Instructor Block Cutting (Kashipur).-By promotion amongst substantively appointed Wool Grade Operator/Foreman/Jal Charkha Operator/Master/Supervisor (Hill), who have completed five years service as such on the first day of the year of recruitment.(26)Master Screen Printing (Kashipur).-By promotion from amongst substantively appointed Wool Grade Operator/Foreman/Jal Charkha Operator/Master/Supervisor (Hill), who have completed five years service as such on the first day of the recruitment..(27)Instructor Weaving and Spinning.-(i)Fifty per cent by direct recruitment through Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed Wool Grade Operator/Foreman/Jal Charkha Operator/Master/Supervisor (Hill), who have completed five years service as such on the first day of the year of recruitment.(28)Industrial Supervisor/Technical Supervisor.-(i)Fifty per cent by direct recruitment through the Commission on the basis of interview.(ii)Fifty per cent by promotion from amongst substantively appointed Supervisor-cwm-Accountant, Viewer Textiles Silk/ Brocade/Duree, Wool Grade Operator/Foreman/Jal Charkha Operator/Master/Supervisor.. (Hill), who have completed five years service as such on the first day of the year of recruitment.(29)Craftsman, Kashipur.-By direct recruitment through Commission on the basis of interview.(30)Electrician.-By direct recruitment through Commission on the basis of interview.(31)Supervisor-cum-Accountant.-By direct recruitment through Commission on the basis of interview.(32)Viewer Textiles/Silk/Brocade/Duree.-By direct recruitment through Commission on the basis of interview.(33)Wool Grade Operator/Foreman/Jal Charkha Operator/Master/ Supervisor (Hill).-By

direct recruitment through Commission on the basis of interview.(34)Boilerman.-By direct recruitment through Commission on the basis of interview.(35)Spinning Master.-By direct recruitment through Departmental Selection Committee

6. Reservation.

- For the candidate belonging to the Scheduled Castes, Scheduled Tribes and other categories shall be in accordance with the orders of the Government in force at the time of the recruitment.

Part IV

Qualifications

7. Nationality.

- A candidate for direct recruitment to a post in the service must be-(a)a citizen of India; or(b)a Tibetan refugee who came over to India before 1st January, 1962 with the intention of permanently settling in India; or(c)a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or any of the East African countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India :Provided that a candidate belonging to category (b) or (c) above must be a person in whose favour certificate of eligibility has been issued by the State Government.Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of eligibility granted by the Deputy Inspector General of Police, Intelligence Branch, Uttar Pradesh:Provided also that if a candidate belongs to category (c) above, no certificate of eligibility will be issued for a period of more than one year and the retention of such a candidate in service beyond a period of one year, shall be subject to his acquiring Indian citizenship.Note.-A candidate in whose case a certificate of eligibility is necessary but the same has neither been issued nor refused, may be admitted to an examination or interview and he may also be provisionally appointed subject to necessary certificate being obtained by him or issued in his favour.

8. Academic qualifications.

- A candidate for direct recruitment to the various posts in the Service must possess the following qualifications ;

Post Qualification

1 2

1. Design Artist (Kashipur)

Essential:

... Diploma in Commercial Art or
Fine Art.

Preferential:

- Practical experience in the related field.
Essential:
Diploma in Textile Technology
2. Examiner Textiles and Printing. ... or Weaving Technology or Handloom Technology.
Preferential:
Practical experience in the related field.
3. Master Weaver ... Ditto.
4. Master Dyer ... Ditto.
5. Co-operative Inspector/
Powerloom Inspector ... (i) Must have passed Intermediate Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government.
(ii) Must have obtained training in Co-operative from a recognised Institution.
(iii) Must possess 5 years experience of Development of Handloom Industry.
6. Examiner Textiles/Silk/ Durries (Quality Marketing Scheme). ... Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must possess advance certificate in weaving with three years' experience of Handloom Industry.
Or

- | | | |
|-----|---|---|
| | | Must possess a Diploma in
Textile Technology or Weaving
Technology or Handloom
Technology. |
| 7. | Technical Assistant/Master
Weaver/Master Dyer/
Senior Supervisor (Hill) | ... Must possess a Diploma in
Textile Technology or Weaving
Technology or Handloom
Technology. |
| 8. | Auditor | ... Must possess a Bachelor's
Degree in Commerce with Audit/
Accountancy. |
| 9. | Investigator-cum-Enumerator | ... Must possess a
Bachelor's/degree in
Mathematics or Statistics or
Mathematical Statistics. |
| 10. | Instructor Weaving and
Spinning | ... Must possess a Diploma in
Design Technology or Weaving/
Technology or Handloom
Technology. |
| 11. | Industrial Supervisor/ Technical
Supervisor | ... Must have passed Intermediate
Examination of the Board of
High School and Intermediate
Education, Uttar Pradesh or an
examination recognised as
equivalent thereto by the
Government and must have
obtained training in
Co-operative from a recognised
Institution with two years'
practical experience of
Handloom Industry.

Or
Must possess a Diploma in
Textile Technology or Weaving
Technology or Handloom
Technology. |
| 12. | Craftsman, Kashipur | ... Must have passed High School
Examination of the Board of
High School and Intermediate
Education, Uttar Pradesh or an
examination recognised as
equivalent thereto by
the Government and must |

		possess a certificate of Fitter or Welder or Turner from a recognised institution.	
13. Electrician	... (i)		Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government.
	(ii)		Must possess 2 years certificate in Electrician course from a recognised institution.
14. Supervisor-cwm-Accountant	...	Must have passed Intermediate Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must have obtained training in Co-operative from recognised institution.	
		Or	
		Must possess a Diploma in Textile Technology or Weaving Technology or Handloom Technology.	
15. Viewer Textiles/Silk/ Brocade Darries	...	Must have passed Intermediate Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must have obtained training in Co-operative from a recognised institution with two years' practical experience in Weaving.	
		Or	

		<p>Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must have also obtained two years' Weaving Certificate from a recognised institution.</p> <p>Or</p> <p>Must have obtained a Diploma in Textile Technology or Weaving Technology or Handloom Technology.</p> <p>Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must have obtained advance certificate in weaving from a recognised institution with 3 years' practical experience in the related field.</p> <p>Or</p> <p>Must have obtained Diploma in Textile Technology or Weaving Technology.</p>
16.	Wool Grade Operator/ Foreman/ Jal Charkha Operator ... /Master/Supervisor (Hill).	<p>Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must have also obtained two years' Weaving Certificate from a recognised institution.</p> <p>Or</p> <p>Must have obtained a Diploma in Textile Technology or Weaving Technology or Handloom Technology.</p> <p>Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government and must have obtained advance certificate in weaving from a recognised institution with 3 years' practical experience in the related field.</p> <p>Or</p> <p>Must have obtained Diploma in Textile Technology or Weaving Technology.</p>
17.	Boilerman.	<p>Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government.</p> <p>Must have obtained training of Boilerman.</p>

		Must have five years* practical experience of working as Boilerman.
		Must have passed High School Examination of the Board of High School and Intermediate Education, Uttar Pradesh or an examination recognised as equivalent thereto by the Government.
18. Spinning Master	... (i)	
	(ii)	Must have obtained advance certificate in weaving.
	(iii)	Must possess three years' practical experience in the field of spinning.

9. Preferential qualification.

- (i) A candidate, who has preferential qualification mentioned in Rule 8' or (ii) served in the Territorial Army for a minimum period of 2 years; or (iii) obtained a certificate of National Cadet Corps preference, shall, other things being equal, be given in the matter of direct recruitment.

10. Age.

- A candidate for direct recruitment must have attained the age of twenty-one years and must not have attained the age of more than thirty-two years, on the first day of July of calendar year in which the vacancies are advertised or notified : Provided that the upper age limit in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes and such other categories as may be notified by the Government from time to time, shall be greater by such number of years as may be specified.

11. Character.

- The character of a candidate for direct recruitment to a post in the Service, must be such as to render him suitable in all respects, for employment in Government service. The appointing authority shall satisfy itself on this point. Note.-Person dismissed by the Union Government or by a State Government or by a Local Authority or a Corporation or Body owned or controlled by Union Government or convicted of an offence involving moral turpitude shall also be ineligible.

12. Marital status.

- A male candidate who has more than one wife living or a female candidate who has married a man already having a wife living shall not be eligible for appointment to a post in the Service: Provided that the Government may, if satisfied that there exist special grounds for doing so, exempt any person from the operation of this rule.

13. Physical fitness.

- No candidate shall be appointed to a post in the Service unless he be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of his duties. Before a candidate is finally approved for appointment he shall be required to produce a medical certificate of fitness in accordance with the rules under Fundamental Rule 10, contained in Chapter III of the Financial Handbook, Volume II, Part III: Provided that a certificate of fitness shall not be required from a candidate recruited by promotion.

Part V – Procedure for Recruitment

14. Determination of vacancies.

- The appointing authority shall determine the number of vacancies to be filled during the course of the year as also the number of vacancies to be reserved for candidate belonging to Scheduled Castes, Scheduled Tribes and other categories under Rule 6. The vacancies to be filled through the Commission shall be intimated to them. The vacancies to be filled directly through Departmental Selection Committee shall be notified to the Employment Exchange in accordance with the rules and orders for the time being in force. The appointing authority may also invite applications directly from the persons who have their names registered in the Employment Exchange. For this purpose the appointing authority shall issue an advertisement in a local daily newspaper besides pasting the notice for the same on the Notice-Board. All such applications shall be placed before the Selection Committee.

15. Procedure for direct recruitment through Commission on the basis of interview.

(1) Application for permission to appear in the interview shall be called by the Commission in the prescribed pro forma published in the advertisement issued by them. (2) The Commission shall, having regard to the need for securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories under Rule 6, call for interview such number of candidates who fulfil the required qualifications, as they consider proper. (3) The Commission shall prepare a list of candidates in order of their proficiency as disclosed by the marks obtained by each candidate in the interview. If two or more candidates obtained equal marks, the Commission shall arrange their names in order of merit on the basis of their general suitability for the Service. The number of the names in the list shall be larger (but not larger by more than 25 per

cent) than the number of vacancies The Commission shall forward the list to the appointing authority.

16. Procedure for direct recruitment through Commission on the basis of competitive examination.

(1) Application for permission to appear in the competitive examination shall be called by the Commission in the prescribed pro forma published in the advertisement issued by the Commission. (2) No candidate shall be admitted to the examination unless he holds admit card issued by the Commission. (3) After the results of the written examination have been received and tabulated the Commission shall, having regard to the need for securing due representation of the candidates belonging to the Scheduled Castes, Scheduled Tribes and other categories under Rule 6, prepare a list of candidates who have come to the standard fixed by the Commission in this respect. (4) The Commission shall prepare a list of candidates in order of their proficiency as disclosed by the marks obtained by each candidate for the written examination and recommended such number of candidates as they consider at appointment. If two or more candidates obtain equal marks in the written examination, the Commission shall arrange their names in order of merit on the basis of their general suitability for the Service. The number of the names in the list shall be larger (but not larger by more than 25 per cent) than the number of vacancies. The Commission shall forward the list to the appointing authority.

17. Procedure for direct recruitment through Departmental Selection Committee.

(1) For the purpose of recruitment there shall be constituted Selection Committee comprising- (i) appointing authority; (ii) an officer belonging to Scheduled Castes/Scheduled Tribes nominated by the District Magistrate, if the appointing authority or his nominee does not belong to Scheduled Castes/Scheduled Tribes. If the appointing authority or his nominee belongs to Scheduled Castes/Scheduled Tribes, no officer other than, belonging to Scheduled Castes/Scheduled Tribes to be nominated by the concerned District Magistrate. (iii) two officers, nominated by the Director, one of whom shall be an officer belonging to minority community and the other one to be backward community. If such suitable officers are not available in his department or organisation, such officers shall on the request of the Director, be nominated by the District Magistrate concerned and on his failure to do so by reason of non-availability of suitable officers, such officers shall be nominated by the concerned Divisional Commissioner. (2) The Selection Committee shall scrutinize all the applications received under Rule 14. (3) The procedure for recruitment shall be in accordance with the Group 'D' Employees Service Rules, 1985, as amended from time to time.

18. Procedure for promotion.

(1) Recruitment by promotion shall be made on the basis of seniority subject to the rejection of unfit through a Selection Committee comprising-

- (i) Director ... Chairman
- (ii) Joint Director (Handloom), Uttar Pradesh ... Member
- (iii) An officer to be nominated by the Director ... Member

(2) The appointing authority shall prepare eligibility lists of the candidates in accordance with the Uttar Pradesh Promotion by Selection (on post outside the purview of the Public Service Commission) Eligibility List Rules, 1986 and place the same before the Selection Committee along with their character rolls, and such other record pertaining to them, as may be considered proper: Provided that while preparing eligibility list under this sub-rule where there are two or more different feeding cadres-(a) bearing different pay scales, the candidates belonging to the cadre bearing higher pay scales shall be placed higher in the eligibility list; (b) bearing the same pay scale the names of the candidates shall be arranged in the eligibility list in order of the date of their substantive appointment in their respective cadres; (3) The Selection Committee shall consider the cases of the candidates on the basis of the records referred to in sub-rule (2) and, if it considers necessary, it may interview the candidates also. (4) The Selection Committee shall prepare lists of selected candidates arranged in order of seniority as it stood in the cadre from which they are to be promoted and forward the same to the appointing authority.

19. Combined select list.

- If in any year of recruitment appointments are to be made both by direct recruitment and by promotion a combined select list shall be prepared by taking the names of candidates from the relevant lists in such a manner that the prescribed percentage is maintained, the first name in the list being of the person to be appointed by promotion.

Part VI

Appointment, Probation, Confirmation and Seniority

20. Appointment.

(1) Subject to the provisions of sub-rule (2) the appointing authority shall make appointments by taking the names of candidates in the order in which they stand in the lists prepared under Rule 15, 16, 17, 18 or 19, as the case may be. (2) Where, in any year of recruitment, appointments are to be made both by direct recruitment and by promotion, regular appointment shall not be made unless selections are made from both the sources and a combined list is prepared in accordance with Rule 19. (3) If more than one order of appointment are issued in respect of any one selection, a combined order shall also be issued, mentioning the names of the persons in order of seniority as determined in the selection; or as the case may be, as it stood in the cadre from which they are promoted. If the appointments are made both by direct recruitment and by promotion, names shall be arranged in accordance with the cyclic order, referred to in Rule 19.

21. Probation.

(1) A person substantively appointed to a post in the Service shall be placed on probation for a period of two years. (2) The appointing authority may, for reasons to be recorded, extend the period of probation in individual cases, specifying the period up to which the extension is granted : Provided that, save in exceptional circumstances, the period of probation shall not be extended beyond one year and in no circumstances beyond two years. (3) If it appears to the appointing authority at any time during or at the end of the period of probation or extended period of probation that a probationer has not made sufficient use of his opportunities or has otherwise failed to give satisfaction, he may be reverted to his substantive post, if any, and if he does not hold a lien on any post, his services may be dispensed with. (4) A probationer who is reverted or whose services are dispensed with under sub-rule (3) shall not be entitled to any compensation. (5) The appointing authority may allow continuous service rendered in a post included in the cadre of any other equivalent or higher post, to be taken into account for the purpose of computing the period of probation.

22. Confirmation.

(1) Subject to the provisions of sub-rule (2), a probationer shall be confirmed in his appointment at the end of the period of probation or the extended period of probation, if-(a) his work and conduct are reported to be satisfactory; (b) his integrity is certified; and (c) the appointing authority is satisfied that he is otherwise fit for confirmation. (2) Where, in accordance with the provisions of Uttar Pradesh State Government Servants Confirmation Rules, 1991, confirmation is not necessary, the order under sub-rule (3) of Rule 5 of those rules declaring that the person concerned has successfully completed the probation, shall be deemed to be the order of confirmation.

23. Seniority.

- The seniority of persons substantively appointed in any category of posts shall be determined in accordance with the Uttar Pradesh Government Servants Seniority Rules, 1991, as amended from time to time.

Part VII – Pay Etc.

24. Scales of pay.

(1) The scale of pay admissible to persons appointed to the various categories of posts in the service shall be such as may be determined by the Government from time to time. (2) The scale of pay at the time of the commencement of these rules are given in Appendix.

25. Pay during probation.

(1) Notwithstanding any provision in the Fundamental Rules to the contrary a person on probation if he is not already in permanent Government service shall be allowed his first increment in the time scale when he has completed one year of satisfactory service and second increment after two years services when he has completed the probationary period and is also confirmed : Provided that if the period of probation is extended on account of failure to give satisfaction such extension shall not count for increment unless the appointing authority directs otherwise. (2) The pay during probation of the person, who was already holding a post under the Government, shall be regulated by the relevant Fundamental Rules : Provided that if the period of probation is extended on account of failure to give satisfaction such extension shall not count for increment unless the appointing authority directs otherwise. (3) The pay during probation of a person already in permanent Government service shall be regulated by the relevant rules, applicable to Government servants generally serving in connection with the affairs of State.

26. Criteria for crossing efficiency bar.

- No member of the Service shall be allowed to cross efficiency bar unless his work and conduct are found to be satisfactory and his integrity is certified.

Part VIII – Other Provisions

27. Canvassing.

- No recommendation, either written or oral, other than those required under the rules applicable to the post or service, will be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature will disqualify him for appointment.

28. Regulations of other matter.

- In regard to the matters not specifically covered by these rules or special orders, persons appointed to the Service, shall be governed by the rules, regulations and orders applicable generally to Government servants serving in connection with the affairs of the State.

29. Relaxation from the conditions of service.

- Where the State Government is satisfied that the operation of any rule regulating the conditions of Service of persons appointed to the Service causes undue hardship in any particular case, it may, notwithstanding anything contained in the rules applicable to the case, by order, dispense with or relax the requirement of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

30. Savings.

- Nothing in these rules shall affect reservations and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes and other special categories of persons in accordance with the orders of the Government issued from time to time in this regard. Appendix [See Rules 3 (a), 4 (2) and 24 (2)]

Serial No.	Name of the post	Pay scale with efficiency bar and increment	Number of the posts	Appointing
Permanent	Temporary	Total authority		
1	2	3	4	5
1.	Senior Inspector Enquiry	1,600-50-2,300-E.B.-60-2,660	-	1
2.	Senior Investigator	1,600-50-2,300-E.B.-60-2,660	-	2
3.	Superintendent Production (Handloom)	1,600-50-2,300-E.B.-60-2,660	1	-
4.	Senior Artist	1,600-50-2,300-E.B.-60-2,660	-	5
5.	Junior Field Officer (Field)	1,600-50-2,300-E.B.-60-2,660	-	7
6.	Technical Assistant (Quality Marking Scheme)	1,400-40-1,600-50-2,300-E.B.-60-2,600	-	2
7.	Design Artist (Kashipur)	1,400-40-1,600-50-2,300-E.B.-60-2,600	-	1
8.	Senior Master Dyer	1,400-40-1,600-50-2,300-E.B.-60-2,600	-	7
9.	Senior Master Dyer (Hill)	1,400-40-1,600-50-2,300-E.B.-60-2,600	-	9
10.	Art Designer (Kashipur)	1,400-40-1,600-50-2/300-E.B.-60-2,600	-	1
11.	Senior Auditor	1,400-40-1,600-50-2,300-E.B.-60-2,600	6	-
12.	Master Spinning and Weaving	1,400-40-1,600-50-2,300-E.B.-60-2,600	-	2
13.	Superintendent Production (Handloom)	1,400-40-1,800-E.B.-50-2,400	6	-
14.	Superintendent Production (Hill)	1,400-40-1,800-E.B.-50-2,400	1	1
	Superintendent Textiles	1,400-40-1,800-E.B.-50-2/400	8	7
15.	Superintendent Blanket/ Silk/Durries/ Drawing and Painting	1,400-40-1,800-E.B.-50-2,400	3	1
	Superintendent (Hill)	1,400-40-1,800-E.B.-50-2,400	1	1
16.	Examiner Textiles and Printing	1,400-40-1,800- E.B.-50-2,300	-	2
17.	Master Weaver Grade-I	1,400-40-1,800-E.B.-50-2,300	-	12
18.	Master Dyer Grade-I	1,400-40-1,800-E.B.-50-2,300	-	6

19.	Instructor Dyeing and Printing.	1,400-40-1,800-E.B.-50-2,300	-	2	2
	Instructor Dyeing/ Weaving/DepotIncharge/Assistant Superintendent/Foreman (Hill)	1,400-40-1,800-E.B.-50-2,300	4	3	7
20.	Co-operative Inspector /Textiles Inspector/Powerloom Inspector	1200-30-1560-E.B.-40-2040	43	10	5
21.	Technical Assistant (Planning) Examiner (Textile	1200-30-1560-E.B.-40-2040	1	-	1
22.	Silk/Durries (Quality MarkingScheme)	1200-30-1560-E.B.-40-2040	19	10	2
23.	Technical Assistant/Master Weaver Grade-II, MasterDyer Grade-II/Senior Supervisor (Hill)	1200-30-1560-E.B.-40-2040	10	6	1
24.	Auditor	1200-30-1560-E.B.-40-2040	4	-	4
25.	Investigator-cwm-Enumerator	1200-30-1560-E.B.-40-2040	5	-	5
26.	Senior Instructor, Block Cutting (Kashipur)	1200-30-1560-E.B.-40-2040	-	1	1
27.	Master, Screen Printing, Kashipur	1200-30-1560- E.B.-40-2040	-	1	1
28.	Instructor, Weaving and Spinning	1200-30-1560-E.B.-40-2040	-	12	1
29.	Industrial Supervisor, Technical Supervisor	975-25-1150- E.B.-30-1660	106	16	1
30.	Craftsman, Kashipur	975-25-1150-E.B.-30-1660	-	1	1
31.	Electrician	975-25-1150-E.B.-30-1660	-	2	2
32.	Supervisor-cum-Accountant	950-20-1150-E.B.-25-1500	50	-	5
33.	Weaver (Textile/ Silk/ Broacade/ Duree)	950-20-1150-E.B.-25-1500	25	19	4
34.	Wool Grade Operator/ Foreman/ Jal CharkhaOperator/ Master/ Supervisor (Hill).	950-20-1150-E.B.-25-1500	23	4	2
35.	Boilerman	950-20-1150-E.B.-25-1500	-	1	1
36.	Spinning Master	825-15-900-E.B.-20-1200	9	-	9