

PUNJAB AYURVEDIC DEPARTMENT

(CLASS I & II)

SERVICE RULES, 1963

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6th September, 1963,

PART III

PUNJAB GOVERNMENT

HEALTH DEPARTMENT

Notification

The 23rd August, 1963

No. G.S.R. 207 Const./ Art. 309/63- In exercise of the powers conferred by the provision Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and the condition of service of persons appointed to the Punjab Ayurvedic Department (Class I & II) Service, namely :-

PART I – GENERAL

Short title, commencement and application :-

1. (i) These rules may be called in Punjab Ayurvedic Department (Class I and II) service Rules, 1963.
- (ii) They shall come into force at once.
- (iii) They shall apply to the posts specified in Appendix 'A'

Definition :-

2. In these rules unless the context otherwise requires :-
 - (a) "Appendix" means an Appendix to these rules.
 - (b) "Commission" means the Punjab Public Service Commission.
 - (c) "direct appointment" means an appointment made otherwise than by promotion within the cadre of same service or by transfer of an official already in the service of the Government of a State or of the Union.
 - (d) "Government" means the Punjab Government in the Administrative Department.
 - (e) "recognised institution or university" means –
 - (i) any institution or university incorporated by law in any of the state of India; or
 - (ii) in the case of degrees or Diplomas obtained as a result of an examination held before fifteenth August 1947, the Punjab, Sind or Dacca University; or
 - (iii) any other institution or university which is declared by the Government to be a recognised institution or university for the purpose of these rules ; or
 - (f) "Service" means the Punjab Ayurvedic Department (Class I and II) service.

PART II- RECRUITMENT

Number and Character of Posts:-

3. The service shall comprise such number of posts as may be determined by Government from time to time.

Appointing Authority :-

4. All appointments to the service shall be made by the Government.

Nationality, character and age candidate :-

5. (1) No person shall be appointed to the service unless he is :-

- (a) a Citizen of India; or
- (b) a Subject of Sikkim; or
- (c) a Subject of Nepal; or
- (d) a Subject of Bhutan; or
- (e) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India..
- (f) a person of Indian origin who has migrated from Pakistan with the intention of permanently settling in India.

Provided that a candidate belonging to the categories (c), (d), (e) and (f) shall be a person in whose favour a certificate of eligibility has been given by the competent authority, and if he belongs to category (f) the certificate of eligibility will be issued for a period of one year, after which such a candidate will be retained in service subject to his having acquired Indian Citizenship.

(2) A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or any other recruiting authority on his furnishing proof that he has applied for the certificate and he may also provisionally be appointed subject to the necessary certificate being given to him by the competent authority.

(3) No person shall be recruited to the service by direct appointment unless he :-

- (i) produces a certificate of character from the principal academic officer of the university, college, school or institution last attended, if any, and similar certificates from two responsible persons not being his relatives and who are well acquainted with him in private life and are unconnected with his university, college, school or institution.
- (ii) Produces an affidavit to the effect that he was never convicted of any criminal offence and that he had never before resigned or been dismissed from the service of any State Government or the Government of India.
- (iii) falls in the following age groups :-
 - a) in the case of Director of Ayurveda between 40 and 50 years of age on the date of appointment;
 - b) in the case of Assistant Director, Ayurveda between 35 and 40 years of age on the date of appointment;
 - c) in the case of Professor between 35 and 50 years of age on the date of appointment.

Provided that the Government may, in any case, in special circumstances to be recorded in writing, relax the upper age limit.

Provided further that in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes or other Backward Classes, the maximum age limit shall be such as may be fixed by Government from time to time;

- (iv) has obtained from the Medical Board a certificate of physical and mental fitness, as prescribed by the regulation in Appendix 'B' and is considered by the Board to be fit in all respects for active duty.

6. Qualifications :-

No person shall be appointed to the service, unless he possesses such qualification, if any, as are shown in column 4 of Appendix 'A'.

Note 1 : Other things being equal, preference will be given to those direct recruits who have worked for the cause of National Independence or have rendered some outstanding social or public service.

Note 2: Notwithstanding anything contained in the table of qualifications given in Appendix 'A', only diplomas or degrees of the recognised universities or institutions will be accepted.

7. Disqualifications :-

No person shall be appointed to the Service unless :-

- (i) in the case of a man he has not more than one wife living; and
- (ii) in the case of woman she is not married to a person already having a wife living.

8. Method of recruitment :-

- (I) All appointments to posts in the Service shall be made
- (a) in the case of Director of Ayurveda either by selection from amongst the members of Class II specified in Appendix A or by direct appointment;
- (b) in the case of members of Class II specified in Appendix A, fifty percent by selection from amongst the members of the Punjab Ayurvedic Department (Class III Technical) Service and Punjab Ayurvedic Department (Class III Ministerial) Service and fifty percent by direct appointment.
- (II) All promotions whether from one post to another or from one class of service to another, shall be made on the basis of seniority cum merit and no person shall be entitled to claim promotion on the basis of seniority alone.
- (III) When any vacancy occurs or is about to occur, Government shall determine in what manner such vacancy shall be filled in.

9. Probation :-

- (i) Persons appointed to the service shall remain on probation for a period of two years, if recruited by direct appointment and one year if recruited otherwise ;

Provided that :

- (a) any period after appointment to the Service spent on deputation on a corresponding or a higher post shall count towards the period of probation fixed under this rule;
- (b) in the case of an appointment by transfer, any period of work in equivalent or higher rank, prior to appointment to the Service may, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule.
- (c) An officiating appointment in the Service shall be reckoned as a period spent on probation but no member who has thus officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent post.
- (ii) If the work of conduct of a person appointed to the Service during the period of probation is, in the opinion of the appointing authority, no satisfactory, it may-
- (a) dispense with his services, if recruited by direct appointment, or
- (b) if recruited otherwise-
- (i) revert him to his former post; or
- (ii) deal with him in such other manner as the terms and conditions of his previous appointment permit.
- (iii) On the completion of the period of probation of a person, the appointing authority may-
- (a) dispense with his service, if recruited by direct appointment, or
- (b) if recruited otherwise –
- (i) revert him to his former post; or
- (ii) deal with him in such other manner as the terms and conditions of his previous appointment permit.
- (iii) On the completion of the period of probation of a person, the appointing authority may-
- (a) confirm such person from the date of his appointment or any date following such appointment from which a permanent vacancy exists; or
- (b) if no permanent post is vacant for him, declare that he has completed his probation satisfactorily; or
- (c) if his work or conduct has, in its opinion, not been satisfactory, dispense with his services, if recruited otherwise, revert him to his former post; or deal with him in such other manner as the terms and conditions of his previous appointment permit; or
- (d) extend his period of probation and thereafter pass such orders as it should have passed on the expiry of the first period of probation.
- Provided that the total period of probation including extension, if any, shall not exceed three years.

10. Seniority of members of service :-

	<p>The seniority inter se of the <u>members of the service</u> shall be determined by the dates of their continuous appointments in the service.</p> <p>Provided that in the case of members recruited by direct appointment the order of merit determined by the Commission shall not be disturbed and the persons appointed as a result of any early selection shall be senior to those appointed as a result of a subsequent selection.</p> <p>Provided further in the case of two or more members appointed on the same date, their seniority shall be determined as follows-</p> <p>(a) <u>a member recruited</u> by direct appointment shall be senior to a member recruited otherwise;</p> <p>(b) <u>a member recruited</u> by promotion shall be senior to a member recruited by transfer;</p> <p>(c) in the case of <u>members recruited</u> by promotion or transfer; seniority shall be determined according to the seniority of such <u>members</u> in the appointments from which they were promoted or transferred; and</p> <p>(d) in the case of <u>members recruited</u> by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a <u>member</u> who was drawing a higher rate of pay in his previous appointment and if the rates of pay drawn are also the same then by length of service in these appointments, and if the length of such service is also the same an older member shall be senior to a younger member.</p>
11.	<p><u>Liability to Transfer :-</u></p> <p>Every member of the service shall be liable to transfer under the orders of Government anywhere within the State of Punjab, Delhi or any other place in India where he may be required to proceed under the administrative control of the Punjab Government.</p>
12	<p><u>Leave, Pension and other matters :-</u></p> <p>In respect of leave, pension and other <u>cognate</u> matters not expressly provided for these rules, the members of the service shall be governed by such rules and regulations as may have been or authority under Article 309 of the Constitution of India and any other law for the time being in force.</p> <p>Provided that in the case of members of the Service who were employees of erstwhile State of Patiala an East Punjab States Union, Leave, Pension and other cognate matters shall, unless Punjab rules are made applicable to them with their consent or in accordance with law, be governed by the rules and regulations applicable to them immediately before the 1st November 1956.</p>
13.	<p><u>Pay :-</u></p> <p>Members of the service shall be entitled to such scales of pay, including special pay, as may be authorised by Government from time to time for the post they are holding. The scales of pay and special pay at present in force in respect of specified post are given in <u>Appendix 'A'</u>.</p>
14.	<p><u>Discipline, Penalties and appeals :-</u></p> <p>(i) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Civil Service (Punishment and Appeal) <u>Rules 1952</u> as amended from time to time.</p> <p>Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and the appellate authority shall be subject to the provisions of any law or rules made under Article 309 of the Constitution of India, be as specified in <u>Appendix 'C'</u>.</p> <p>(ii) The authority competent to pass an order clauses (c) and (d) of sub rule (I) of rule 10 of the Punjab Civil Services (Punishment and Appeal) rules, 1952, and the appellate authority, shall also be as specified in <u>Appendix 'D'</u></p>
15.	<p><u>Private Practice :-</u></p>

	<p>(i) The Government may by general or special order permit any member of the Service to engage in private practice on such terms and conditions and subject to such restrictions and limitations as may be specified in the order, provided such practice does not in any way interfere with the discharge of his official duties.</p> <p>(ii) Nothing contained in sub rule (I) shall be construed to limit or abridge the power of the Government at any time, to withdraw such permission, or to modify the terms, on which it is granted, without assigning any cause or payment of compensation.</p>
16.	<p>Liability of Vaccination and Revaccination :-</p> <p>Every member of the Service shall get himself vaccinated or revaccinated when Government so directs by a special or general order.</p>
17.	<p>Power of Relaxation</p> <p>Where the Government is satisfied that the operation of any of these rules regulating the conditions of service causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such condition as it may consider necessary for dealing with the case in a just and equitable manner.</p>

APPENDIX 'A';
(SEE RULES 1, 6, 8 AND 13)

Statement of Posts and qualifications

Serial No.	Designation of post	Grade	Qualification for recruitment
1	2	3	4
	Glass I 1. Director of Ayurveda	900-50-1250	<ol style="list-style-type: none"> 1. A degree (five or more years regular course) in Ayurvedic System of Medicine of a Medical Board or Faculty of Indian Medicine recognised by Government. 2. Doctor of Science in Ayurvedic (Post Graduate) of any recognised University. 3. Must have worked as an organizer in some Ayurvedic institution of repute such as Government Ayurvedic Department of any State for a period of at least 10 years. 4. Has conducted original research in Ayurvedic Therapy. 5. Must be an Ayurvedic Physician of at least 15 years standing.
6. Class II			
	1. Assistant Director Ayurveda	350-25-500/ 30-650	<p>(a) A degree (five or more years regular course) in Ayurveda with a Diploma or degree in Unani System of Medicines, or a Degree in Unani System of Medicine with a diploma or degree of Ayurveda, or a degree of Allopathy with a degree or diploma in Ayurvedic or Unani System of Medicines.</p> <p>(b) Ten years experience in the practice of Ayurvedic or Unani Medicine and two years administrative experience as a head in a teaching institution or on some other administrative post.</p>
2.	Principal Govt. Ayurvedic College	200-20-400/ 25-600	Senior Most Professor
3.	Superintendent, Ayurvedic Hospital attached to Ayurvedic College	200-20-400/ 25-600	The professor next in seniority to the Principal
4.	Professor of Surgery	200-20-400/ 25-600	<ol style="list-style-type: none"> (i) M.B.B.S. with special aptitude for Ayurvedic System of treatment with five years surgical experience in any recognised College or Hospital. (ii) Must have worked as an Assistant professor for five years with three years experience in the subject. (iii) Knowledge in Sanskrit of Shastri Standard and in English of intermediate standard is essential. (iv) Preference will be given to the candidates with additional post graduate qualifications such as M.S., or F.R.C.S., or Ayurvedacharya, Preference will also be given to the candidates with research work and who have an additional post graduate degree or diploma in Ayurveda
5.	Professor of Ayurveda	200-20-400 25-600	1. A degree (five years regular course) in Ayurvedic System of Medicine of

			<p>a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College.</p> <ol style="list-style-type: none">2. Knowledge in Sanskrit of Shastri Standard and in English of Intermediate Standard essential.3. At least five years experience in teaching in the subject and 5 years clinical experience as a Physician.4. Preference will be given to candidates with (i) research work (ii) Post graduate qualifications.
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6.	Professor of Anatomy	200-20-400 25-600	<p>1. (a) M.B.B.S. (b) A degree (five years regular course) in Ayurvedic system of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College.</p> <p>2. Five years teaching experience as an Assistant Professor in Anatomy in a recognised institution. Preference will be given to candidates with research work and who have postgraduate qualifications (Degree of Diploma) in Ayurveda.</p>
7.	Professor of Pathology	200-20-400 25-600	<p>1. A Degree (five years regular course) in Ayurvedic System of Medicine of a recognised University or of a board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government.</p> <p>2. Knowledge in Sanskrit of Shastri standard and in English of Intermediate standard essential.</p> <p>3. Five years teaching experience in Pathology as an Assistant Professor in any recognised institution in addition to five years experience in a Pathology Laboratory.</p> <p>4. Candidates having post graduate qualifications Degree/ Diploma in Ayurveda or double qualifications, i.e. M.B.B.S. and Ayurvedacharya will be given preference.</p>
8.	Professor of Pharmacology	200-20-400 25-600	<p>1. A Degree (five years regular course) in Ayurvedic System of Medicine of a recognised University or of a board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government.</p> <p>2. Knowledge in Sanskrit of Shastri standard and in English of Intermediate standard essential.</p> <p>3. Five years teaching experience in Pharmacology as an Assistant Professor and Five years Pharmacy experience of a recognised institution.</p> <p>4. Preference will be given to candidates (a) having post graduate qualifications (Degree or Diploma in Ayurveda) or double qualification such as M.B.B.S. and Ayurvedacharya (b) with research work (c) who are post graduate in Ayurveda or Ph. D. or M.Sc. in Ayurveda.</p>
9.	Superintendent Pharmacy and stores	200-20-400 25-600	<p>(i) Degree in Ayurvedic System of Medicine (five years course) from a recognised institution.</p> <p>(ii) Knowledge of Sanskrit and English, and</p> <p>(iii) Five years experience in a Pharmacy of a recognised institution.</p> <p>(iv) Preference will be given to those who have teaching experience in Pharmacology or research work or</p>

			post graduate qualifications such as M.B.B.S. and Ayurvedacharya.
10.	Circle Officer	200-20-400 25-600	<p>(i) Five years degree in Ayurvedic/ Unani System of Medicine as the case may be, from a recognised institution or University or of a board of Ayurvedic and Unani System of Medicine established by law.</p> <p>(ii) Should have worked in any Ayurvedic Unani Hospital or dispensary run or aided by Government for at least five years as an Incharge.</p> <p>(iii) Matriculate.</p>

Appendix 'B'
(See rule 6)

Regulations for the medical examination of candidates for admission to the Punjab Ayurvedic Department (State Service Class I and II)

1. To be passed as medically fit for admission to the Punjab Ayurvedic Department (State Service Class I and II) a candidate must be in good mental and bodily health and free from any physical defect likely to interfere with the efficient performance of the duties of his appointment.
2. The candidates height will be measured as follows:-
He will remove his shoes and be placed against the standard with his feet together, and the weight thrown on the heels and not on the toes or outer sides of the feet. He will stand erect without rigidity, and with the heels, calves, buttocks and shoulders touching the stands the chin will be depressed to bring the vertex of the head level under the horizontal bar, and the height will be recorded in inches and parts of an inch to quarters.
3. The candidates chest will be measured as follows:-
He will be made to stand erect with his feet together, and raise his arms over his head. The tape will be so adjusted round the chest that its upper edge touches the inferior angles of the shoulder blades behind and its lower edge the upper part of the nipple in front. The arms will then be lowered to hand loosely by the side, and care will be taken that the shoulders are not thrown upwards or backwards so as to displace the tape. The candidate will then be directed to take inspiration several times, and the maximum expansion of the chest will be carefully noted.
The range of expansion should not be less than 2."
The minimum and maximum will then be recorded in inches 33-35,34-36 etc.
4. The candidate will also be weighed, and his weight recorded in pounds, fractions of a pound should not be noted.
5. The following conditions should be observed in connection with the test for acuteness of vision

Vision of candidates:-

(a) No candidate will be accepted whose vision is less than

Better eye
V-6/6 and reads 0.6

Worse eye
V-6/12 and read I,

Spectacles will be allowed for either eye up to 5.0 D. or 5.0 D provided that there are no morbid changes in the funds.

(b) In myopia if there is a posterior staphyloma the spectacles must not exceed 2.5 D in either eye.

(c) In cases of astigmatism the combined lenses must not exceed 5 Diopters and there should be no funds.

(d) Spuint or any other morbid condition of the eyes or of the lids of either eye liable to the risk of aggravation or recurrence will cause the rejection of the candidate.

In recording the measurements, fraction of less than 1/2 inch should not be noted.

(e) Each eye have a full field of vision as tested by hand movements.

(f) Any defect in colour vision will be noted, but will not cause rejection of the candidate.

(g) In cases of doubt or of serious abnormality the opinion of the Ophthalmic Specialist will be obtained.

6. The urine (passed in present the Examiner) should be examined and the result recorded.

7. That following additional points should be observed -

(a) that the candidates hearing in each ear is good and there is no sign of disease of the ear;

(b) that his speech is without impediment;

(c) that his teeth are in good order and that he is provided with dentures where necessary for effective mastication (well filled teeth will be considered as sound);

(d) that his chest is well formed and his chest expansion sufficient and that his heart and lungs are sound;

(e) that there is no evidence of abdominal diseases;

(f) that he is not ruptured

- (g) that he does not suffer from hydrocele a severe degree of varicocele varicose veins or piles;
- (h) that his limbs, hands and feet are well formed and developed and that there is free and perfect motion of all his joints;
- (i) that he does not suffer from any inveterate skin disease.
- (j) that there is no congenital mal formation or defect.
- (k) that he does not bear traces of acute or chronic disease pointing to an impaired constitution
- (l) that he bears mark of efficient vaccination, and evidence of re-vaccination within the last 12 months.

When any defect is found it must be noted in the certificate and the medical examiner should state his opinion whether or not it is likely to interfere with the efficient performance of the duties which will be required of the candidate. If the condition is remediable by operation it should be so stated.

8. The following intimation is made for the guidance of the Medical Examiner:-

- (1) In the medical examination of candidates Medical Officers are specially required to use tact and judgement and to take proper precaution to secure privacy, with the object of removing any objection which may be made by individuals to stripping.
- (2) Should a candidate object to the exposure of his person for the detection of hemorrhoids, venereal disease hernia and disease of the testicle scrotum and rectum, the candidate must, if this examination in his case is in the opinion of the Board necessary, be rejected.
- (3) The opinion of the Board accepting or rejecting candidate is final and cannot be questioned on any ground. The Board is debarred from disclosing to any candidate permanently unfit the reasons for his rejection. In these cases their opinion and report is to be treated as strictly confidential and for the information of Government only. Where, however, the Board detects a temporary defect amenable to treatment the candidate may be so informed in order that he may have the defect remedied and present himself for the re-examination.
- (4) No persons will be deemed qualified for admission to the Public service who shall not satisfy the Punjab Government that he has no disease , constitutional affection or bodily infirmity unfitting him, or likely to unfit him, for that service.
- (5) It should be understood that the question of fitness involves the future as well as the present and that the main object of medical examination is to secure continuous effective service, and in the case of candidates for permanent appointment to prevent early pension or payments is case of premature death.
- (6) It is at the same time to be noted that the question is one of the liklihood of continuous effective service and that the rejection of a candidate need not be advised on account of the presence of a defect which is only a small proportion of cases is found to interfere with continuous effective service.
- (7) The candidate must make the statement required below prior to his medical examination and must sign the declaration appended thereto. His attention is specially directed to the warning contained in the note below:-

- (1) State your name in full -----
- (2) State your age and birth place -----
- (3) (a) Have you ever had small pox,
intermittent or any other fever,
enlargement or suppuration of
glands, spitting of blood asthma,
inflammation of lungs, heart disease,
fainting attacks, rheumatism,
appendicitis? -----
- (b) Have you ever suffered from any
illness, wound, or injuries sustained
while on active service with his
Majesty's for during the war which
being in 1914. -----
- (c) have you ever had any other
serious accident requiring
confinement to bed and medical or

- surgical treatment? -----
- (d) Have you ever been rejected by Medical Board or a duly constituted Medical authority? -----
- (4) When were you last vaccinated? -----
- (5) Have you or any of your near relations been afflicted with consumption, scrofula, gout asthma, fits, epilepsy or insanity? -----
- (6) Have you suffered from any form of nervousness due to over work or any other cause? -----

9. Furnish the following particulars concerning your family:-

Father's age, if living and state of health	Fater's age at death and cause of death	Number of brothers living, their ages and State of health	Number of brothers, dead, their ages at, and cause of death	Mother's age, if living and state of health	Mother's age at death and cause of death	Number of Sisters living, their ages and State of health	Number of Sisters, dead, their ages at, and cause of death

I declare all the above answers to be, to the best of my belief, true and correct and accept the findings of the Board as Final.

Candidate's Signature _____

Note:- The candidate will be held responsible for the accuracy of the above statement. By willfully suppressing any information he will incur the risk of losing the appointment and, if appointed, of forfeiting all claims to superannuation allowance and gratuity.

MEDICAL EXAMINATION'S REPORT

	Question	Answers	Remarks
1.	Has the declaration on the preceding page has been signed by the candidate?		
2.	Is there any evidence of malaformation, congenital or acquired?		
3.	Is he free from scars and has the full use of all limbs?		
4.	Are there any indications of a decided cantithetic or dioathetic state of constitution?		
5.	Has the candidate been vaccinated within the last 12 months?		
6.	Are there any signs of disease of nervous system?		
7.	Is there hearing good? Is their ay sign of disease of the ears?		
8.	What is the candidat's vision -		
	R.E.V. L.E.F.	With glasses With glasses	reads reads

	Spectacles, if any	R.E.	L.E.
9.	Is the candidate free from slammer or other serious defect of speech ?		
10.	Are there any signs of disease of the bones, joints or parts connected therewith?		
11.	Is there any important affection of skin?		
12.	Are the hearts and arteries health?		
13.	Has the candidate hemorrhoids, varicoele or other affections of veins?		
14.	Is there any evidence of disease of the respirator organs?		
15.	Are there any signs of diseases of the digestive organs?		
16.	Is the candidate free from ruptures?		
17.	Is there any indication of disease of the genital organs?		
18.	Is the urine free from (1) album (1) (2) sugar (2)		
19	Is there any thing in the health of the candidate, likely to render him unfit for the efficient discharge of his duties in the service for which he is a candidate?		
	Height (without shoes) Girth of Chest (full inspiration) Weight. Dated :	President: Member: Member:	

Appendix 'C'
(See rule 14 (1))

	Nature of penalty	Authority empowered to impose penalty
I.	Censure	Government
II.	Withholding of increments or promotion including stoppage at an efficiency bar, if any	Do
III.	Reduction to a lower post or time scale or to a lower stage in a time scale	Do
IV.	Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of order	Do
V.	Suspension	Do
VI.	Removal from the Civil Service of the Government which does not disqualify from future employment	Do
VII.	Dismissal from the Civil Service of the Government which ordinarily disqualifies from future employment	Do.

Appendix 'D'
(See rule 14 (2))

Nature of Order	Authority competent to pass orders
a) Reducing the maximum amount of ordinary pension or withholding the whole or reducing the maximum amount of additional pension admissible under the rules governing pension	Government
b) Termination the appointment of a member of the service otherwise than upon his reaching the age fixed for superannuation	Do

{ No. 7527-4HBII-63}

S.L. Verma,
Under Secretary Health,
for Secretary to Government, Punjab,
Medical and Health and Legal Departments.

4611 C.S., -230-15-7-65- C.P. & S., Pb., Chandigarh.

[Published in the Punjab Government Gazette, Legislative Supplement, dated the 12th January, 1973]

**PART III
PUNJAB GOVERNMENT
HEALTH AND FAMILY PLANNING DEPARTMENT**

Notification

The 2nd January, 1973

No. GSR4/Const./ Art. 309/Amd. (1) 73- In exercise of the powers conferred by the provision Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Ayurvedic Department (Class I & II) Service Rules, 1963 namely :-

(1) These rules may be called the Punjab Ayurvedic (Class I and II) Service (First Amendment) Rules, 1973.

(2) In the Punjab Ayurvedic Department (Class I and II) Service Rules, 1963 in Appendix under head ' Class II Officers', in column 4 against ' Assistant Director Ayurveda', the following new clause shall be inserted, namely:

"(c) knowledge of Punjabi of Matric or equivalent standard is essential."

(3) In the said rules, in the said appendix,

- a) for clause (iii) in column 4 against ' Professor of Surgery';
- b) for clause 2 in the column 4 against ' Professor of Ayurveda';
- c) for clause 2 in column 4 against ' Professor of Pathology'; and
- d) for clause 2 in column 4 against 'Professor Pharmacology';

The following shall be substituted, namely-

(4) " knowledge in Sanskrit, English and Punjabi of matric or equivalent standard is essential."

(4) In the said rules, in the said appendix,

(a) in column 4 against ' Professor of Anatomy'; and

(b) in the same column against 'Superintendent Pharmacy and Stores the following new clause shall be inserted, namely:-

"knowledge of Punjabi of matric or equivalent standard is essential.

PRITMOHINDER SINGH,
Financial Commissioner and
Secretary to Government Punjab,
Health and Family Planning Department.

7802 CS (P)- Govt. Press Chd.

PUNJAB AYURVEDIC DEPARTMENT

(CLASS III Technical)

SERVICE RULES, 1963

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PART III

PUNJAB GOVERNMENT

HEALTH DEPARTMENT

Notification

The 23rd August, 1963

Preamble

No. GSR- 209 Const./ Art. 309/63- In exercise of the powers conferred by the provision Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and the condition of service of persons appointed to the Punjab Ayurvedic Department (Class III- Technical) Service, namely :-

PART I – GENERAL

Short title, commencement and application :-

1. (iv) These rules may be called in Punjab Ayurvedic Department (Class III- Technical) service Rules, 1963.
- (v) They shall come into force at once.
- (vi) They shall apply to the posts specified in Appendix 'A'

Definition :-

2. In these rules unless the context otherwise requires :-
 - (a) "Appendix" means an Appendix to these rules.
 - (b) "Board" means the Subordinate Service Selection Board, Punjab;)
 - (c) "Commission" means the Punjab Public Service Commission.
 - (d) "Director: means the Director of Ayurvedic Department, Punjab or the Director, Research and Medical Education, Punjab, as the case may be-
 - (e) "direct appointment" means an appointment made otherwise than by promotion within the cadre of same service or by transfer of an official already in the service of the Government of a State or of the Union.
 - (f) " Government" means the Punjab Government in the Administrative Department.
 - (g) "recognised institution or university" means –
 - (iv) any institution or university incorporated by law in any of the state of India; or
 - (v) in the case of degrees or Diplomas obtained as a result of an examination held before fifteenth August 1947, the Punjab, Sind or Dacca University; or
 - (vi) any other institution or university which is declared by the Government to be a recognised institution or university for the purpose of these rules by the Government;
 - (f) " Service" means the Punjab Ayurvedic Department (Class III- Technical)service.

PART II- RECRUITMENT

Number of Posts:-

3. The service shall comprise such number of posts as may be determined by Government from time to time.

Appointing Authority :-

4. All appointments to the service shall be made by the Director.

Nationality, character and age of candidate :-

5. (1) No person shall be appointed to the service unless he is :-
- (a) a Citizen of India; or
 - (b) a Subject of Sikkim; or
 - (c) a Subject of Nepal; or
 - (d) a Subject of Bhutan; or
 - (e) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India..
 - (f) a person of Indian origin who has migrated from Pakistan with the intention of permanently settling in India.
- Provided that a candidate belonging to the categories (c), (d), (e) and (f) shall be a person in whose favour a certificate of eligibility has been given by the competent authority, and if he belongs to category (f) the certificate of eligibility will be issued for a period of one year, after which such a candidate will be retained in service subject to his having acquired Indian Citizenship.
- (2) A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or any other recruiting authority on his furnishing proof that he has applied for the certificate and he may also provisionally be appointed subject to the necessary certificate being given to him by the competent authority.
- (3) No person shall be recruited to the service by direct appointment unless he :-
- (v) produces a certificate of character from the principal academic officer of the university, college, school or institution last attended, if any, and similar certificates from two responsible persons not being his relatives and who are well acquainted with him in private life and are unconnected with his university, college, school or institution.
 - (vi) Produces an affidavit to the effect that he was never convicted of any criminal offence and that he had never before resigned or been dismissed from the service of any State Government or the Government of India.
 - (vii) falls in the following age groups :-
 - d) in the case of Senior Lecturer, Junior Lecturer, Assistant Professor and Inspector between 30 and 40 years of age on the date of appointment;
 - e) in the case of other posts for which Ayurvedic qualifications are prescribed between 20 and 30 years of age on the date of appointment;
 - f) in the case of other posts, not specified above, between 18 and 25 years of age on the date of appointment.Provided that the Government may, in any case, in special circumstances to be recorded in writing, relax the upper age limit.
Provided further that in the case of candidates belonging to the Scheduled Castes, Scheduled Tribes or other Backward Classes, the maximum age limit shall be such as may be fixed by Government from time to time;
 - (viii) has obtained from the Medical certificate of fitness as prescribed in Chapter III of the Punjab Civil Service Rules, Volume I, Part I and is considered to be fit in all respects for active duty.

6. Qualifications :-

No person shall be recruited to the service by direct appointment, unless he possesses such qualification, as are shown in column 4 of Appendix 'A'.

Note 1 : Other things being equal, preference will be given to those direct recruits who have worked for the cause of National Independence or have rendered some outstanding social or public service.

Note 2: Notwithstanding anything contained in the table of qualifications given in Appendix 'A', only diplomas or degrees of the recognised universities or institutions will be accepted.

7. Disqualifications for appointment:-

No person shall be appointed to the Service unless :-

- (iii) in the case of a man he has not more than one wife living; and
- (iv) in the case of woman she is not married to a person already having a wife living.

8. Method of recruitment :-

- (1) All appointments to the Service shall be made
 - (a) in the case of Senior Lecturers, Junior Lecturers, Assistant Professors, Vaidyas, Hakims, and Up Vaidyas, Fifty per cent by promotion from amongst the members of the Service, provided the persons to be promoted possess the qualifications specified in column 4 of Appendix A and fifty per cent by direct appointment through the Commission or the Board, as the case be;
 - (b) in the case of remaining posts either by promotion from amongst the members of the service or by direct appointment.
- (2) All promotions whether from one post to another or from one class of service to another, shall be made on the basis of seniority cum merit and no person shall be entitled to claim promotion on the basis of seniority alone.
- (3) When any vacancy occurs or is about to occur, the Director shall determine in what manner such vacancy shall be filled in.

Part III- Conditions of Service

9. Probation of members of service :-

(1) Persons appointed to the service shall remain on probation for a period of two years, if recruited by direct appointment and one year if recruited otherwise ;

Provided that :

- (c) any period after appointment to the Service spent on deputation on a corresponding or a higher post shall count towards the period of probation fixed under this rule;
- (d) in the case of an appointment by transfer, any period of work in equivalent or higher rank, prior to appointment to the Service may, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this rule.
- (e) An officiating appointment in the Service shall be reckoned as a period spent on probation but no member who has thus officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent post.
- (2) If the work of conduct or a person appointed to the Service during the period of probation is, in the opinion of the appointing authority, no satisfactory, it may-**
 - (f) dispense with his services, if recruited by direct appointment, or
 - (g) if recruited otherwise-
 - (iv) revert him to his former post; or
 - (v) deal with him in such other manner as the terms and conditions of his previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may-**
 - (e) confirm such person from the date of his appointment or any date following such appointment from which a permanent vacancy exists; or
 - (f) if no permanent post is vacant for him, declare that he has completed his probation satisfactorily; or
 - (g) if his work or conduct has, in its opinion, not been satisfactory, dispense with his services, if recruited otherwise, revert him to this former post; or deal with him in such other manner as the terms and conditions of his previous appointment permit; or
 - (h) extend his period of probation and thereafter pass such orders as it should have passed on the expiry of the first period of probation.

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

10. Seniority of members of service :-

The seniority inter se of the members of the service shall be determined by the dates of their continuous appointments in the service.

Provided that in the case of members recruited by direct appointment the order of merit determined by the Commission or the Board shall not be disturbed and the persons appointed as a result of any early selection shall be senior to those appointed as a result of a subsequent selection.

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

- (e) a member recruited by direct appointment shall be senior to a member recruited otherwise;
- (f) a member recruited by promotion shall be senior to a member recruited by transfer;
- (g) in the case of members recruited by promotion or transfer; seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and
- (h) in the case of members recruited by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member who was drawing a higher rate of pay in his previous appointment and if the rates of pay drawn are also the same then by length of service in these appointments, and if the length of such service is also the same an older member shall be senior to a younger member.

11. **Liability to Transfer :-**

Every member of the service shall be liable to transfer under the orders of Director anywhere within the State of Punjab, Delhi or any other place in India where he may be required to proceed under the administrative control of the Punjab Government.

12. **Leave, Pension and other matters :-**

In respect of leave, pension and other cognate matters not expressly provided for these rules, the members of the service shall be governed by such rules and regulations as may have been or authority under Article 309 of the Constitution of India and any other law for the time being in force.

Provided that in the case of members of the Service who were employees of erstwhile State of Patiala an East Punjab States Union, Leave, Pension and other cognate matters shall, unless Punjab rules are made applicable to them with their consent or in accordance with law, be governed by the rules and regulations applicable to them immediately before the 1st November 1956.

13. **Pay :-**

Members of the service shall on appointed be entitled to the pay scale as shown Appendix 'A' or such scales as may be authorised by Government from time to time.

14. **Discipline, Penalties and appeals :-**

(iii) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Civil Service (Punishment and Appeal) Rules 1952 as amended from time to time.

Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and the appellate authority shall be subject to the provisions of any law or rules made under Article 309 of the Constitution of India, be as specified in Appendix 'B'.

(iv) The authority competent to pass an order clauses (c) and (d) of sub rule (I) of rule 10 of the Punjab Civil Services (Punishment and Appeal) rules, 1952, and the appellate authority, shall also be as specified in Appendix 'C'

15. **Private Practice :-**

(iii)The Government may by general or special order permit any member of the Service to engage in private practice on such terms and conditions and subject to such restrictions and limitations as may be specified in the order, provided such practice does not in any way interfere with the discharge of his official duties.

(iv)Nothing contained in sub rule (I) shall be construed to limit or abridge the power of the Government at any time, to withdraw such permission, or to modify the terms, on which it is granted, without assigning any cause or payment of compensation.

16. Liability of Vaccination and Revaccination :-

Every member of the Service shall get himself vaccinated or revaccinated when Government so directs by a special or general order.

17. Power of Relaxation

Where the Government is satisfied that the operation of any of these rules regulating the conditions of service causes undue hardship in any particular case, it may, by order, dispense with or relax the requirements of that rule to such extent and subject to such condition as it may consider necessary for dealing with the case in a just and equitable manner.

APPENDIX 'A'
(See rules 1, 6 and 13)

STATEMENT OF POSTS AND QUALIFICATIONS

Serial No.	Designation of Post	Grade	Qualification for recruitment
1	2	3	4
		Rs.	
AYURVEDIC DEPARTMENT STATE SERVICE CLASS III TECHNICAL			
1.	Senior Lecturer	150-10-300	<ol style="list-style-type: none"> 1. A degree (5 years regular course) in Ayurvedic System of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government. 2. Knowledge in Sanskrit of shastri standard and in English of intermediate standard. 3. (i) Three years teaching experience in the subject concerned. (ii) Three years clinical experience. 4. Preference will be given to candidates with postgraduate degree or diploma in Ayurveda.
2.	Inspector	150-10-300	<ol style="list-style-type: none"> 1. A degree (5 years regular course) in Ayurvedic System of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government. 2. Post graduate qualification (degree or diploma) in Ayurveda preferable. 3. Matric of Punjab University or its equivalent Higher educational qualifications to be preferred. 4. Five years experience as an Incharge of a Dispensary.
3.	Junior Lecturer	150-10-250	<ol style="list-style-type: none"> 1. A degree (5 years regular course) in Ayurvedic System of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government. 2. Two years teaching experience in the subject concerned in any Ayurvedic College, recognised by Government. 3. Knowledge in Sanskrit of shastri standard and in English of intermediate standard. 4. Preference will be given to candidates with postgraduate degree or diploma in Ayurveda.
4.	Assistant Professor of Surgery	150-10-250	<ol style="list-style-type: none"> 1. Should possess a degree (5 years regular course) in Ayurvedic System of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government. 2. Knowledge in Sanskrit of shastri standard and in English of intermediate standard 3. Three years teaching experience in the subject concerned, two years experience (in surgery) in Ayurvedic College or Hospital. 4. Preference will be given to M.B.B.S. or

			Post graduate degree or diploma in Ayurveda.
5.	Assistant Professor of Pathology	150-10-250	<ol style="list-style-type: none"> 1. A degree (5 years regular course) in Ayurvedic System of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government. 2. Knowledge in Sanskrit of shastri standard and in English of intermediate standard 3. Should have three years teaching experience in Pathology Laboratory. 4. Preference will be given to the candidates having degree of M.B.B.S. or Post graduate degree or diploma in Ayurveda preferable .
6.	Demonstrator	80-5-105/5 135/7-170	<ol style="list-style-type: none"> 1. A degree (5 years regular course) in Ayurvedic System of Medicine of a recognised university or of a Board of Indian System of Medicine established by law or from any Ayurvedic College recognised by Government. 2. Knowledge in Sanskrit of shastri standard and in English of intermediate standard 3. Postgraduate (degree or Diploma in Ayurveda) preferable.
7.	Resident Physician (Men)	120-10-250	<ol style="list-style-type: none"> 1. Diploma or degree in Ayurveda of any recognised university or Board of Indian System of Medicine established by law in India or any teaching institution recognised by Government. 2. Two years experience Medical Officer in any recognised Ayurveda Hospital.
8.	Resident Physician (Women)	120-10-250	<ol style="list-style-type: none"> 1. Diploma or degree in Ayurveda of any recognised university or Board of Indian System of Medicine established by law in India or any teaching institution recognised by Government. 2. Two years experience Medical Officer in any recognised Ayurveda Hospital. 3. Training in Gynaecology and obstetrics.
9.	Assistant Resident Physician	120-6-150	<ol style="list-style-type: none"> 1. Diploma or degree in Ayurveda of any recognised university or Board of Indian System of Medicine established by law in India or any teaching institution recognised by Government.
10/.	Sister	150-10-200	<ol style="list-style-type: none"> (i) Matric of any recognised university or its equivalent (ii) A Grade Nurse and a qualified Midwife. (iii) Five years experience in some recognised hospital.
11.	Vaidya	80-5-105/ 5-135/ 7-150	Diploma or degree in Ayurveda of any recognised university or Board of Indian System of Medicine established by law in India or any teaching institution recognised

			by Government.
12	Paricharikas (Staff Nurses)	100-5-150	(i) Registered as 'A' Grade Nurse with the Punjab Nurses Registration Council. (ii) Experienced hands will be given preference.
13.	Vaidya (Herbarium)	80-5-120/ 5-135/ 7-170	Should possess Diploma or degree in Ayurveda of any recognised university or Board of Indian System of Medicine established by law in India or any teaching institution recognised by Government.
14.	Hakims	80-5-120/ 5-135/ 7-170	Degree or Diploma in Unani Tibb of any recognised university or Board of Indian System of Medicine established by law in India or any teaching institution recognised by Government.
15.	Museum Assistant	55-3-70/ 4-90	Matric or Vaidya/ Up-Vaidya/ Vaidya Vishard/ Ayurved Vishard / Vaidya Bhishak/ Ayurved Bhishak or equivalent
16.	Up Vaidya	55-3-70/ 4-90	Vaidya/ Up-Vaidya/ Vaidya Vishard/ Ayurved Vishard / Vaidya Bhishak/ Ayurved Bhishak or equivalent
17.	Unani Ayurvedic Compounders	39 1/2 -1-49 1/2	Qualified Unani / Ayurvedic Compounder from any recognised institution.
18.	Pharmacy Assistant	55-3-70/4-90	Vaidya/ Up-Vaidya/ Vaidya Vishard/ Ayurved Vishard / Vaidya Bhishak/ Ayurved Bhishak or equivalent. Two years experience in any recognised Pharmacy.
19.	Dai	<u>37-1-42</u> 32-1-42	Trained Dai
20	Laboratory Attendant	39 1/2 -1-49 1/2 2-59 1/2	Matric preferably with science.
21.	Mechanic	60-4-100	Middle having diploma of Mechanic from any recognised institution of having at least 5 years practical experience as mechanic
22.	Carpenter	50	Having two years practical experience in carpentry
23.	Cleaner	30-2-40	Having two years practical experience as cleaner in some factory or workshop.

Appendix 'B'
(See rule 14)

	Nature of penalty	Authority empowered to impose penalty	Appellate Authority
VIII.	Censure	Government	Government
IX.	Withholding of increments or promotion including stoppage at an efficiency bar, if any	Do	Do
X.	Reduction to a lower post or time scale or to a lower stage in a time scale	Do	Do
XI.	Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of order	Do	Do
XII.	Suspension	Do	Do
XIII.	Removal from the Civil Service of the Government which does not disqualify from future employment	Do	Do
XIV.	Dismissal from the Civil Service of the Government which ordinarily disqualifies from future employment	Do.	Do.

Appendix 'C'
(See rule 14 (2))

Nature of Order	Authority competent to pass orders	Appellate authority
c) Reducing the maximum amount of ordinary pension or withholding the whole or reducing the maximum amount of additional pension admissible under the rules governing pension	Government	Government
d) Termination the appointment of a member of the service otherwise than upon his reaching the age fixed for superannuation	Do	Do

{ No. 7527-4HBII-63}

S.L. Verma,
Under Secretary Health,
for Secretary to Government, Punjab,
Medical and Health and Legal Departments.

4611 C.S., -230-15-7-65- C.P. & S., Pb., Chandigarh.

**GOVERNMENT PUNJAB
DEPARTMENT OF HEALTH AND FAMILY WELFARE,
(HEALTH BRANCH VII)**

Notification

The 2nd January, 1973

No. 1/97/04-3hb7/22756 DATED 10TH July 1992- In exercise of the powers conferred by the provision Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Ayurvedic Department (Class-III-Technical) Service Rules, 1963 namely :-

(1) These rules may be called the Punjab Ayurvedic (Class-III-Technical Service (2nd amendment) Rules, 1992.

(2) In the Punjab Ayurvedic Department (Class-III-Technical) Service Rules, 1963 in Appendix 'A' :

(1) Against serial No. 1, 4, 5, and 6 under column 4 for item 2 and the entry relating therein the following shall respectively be substituted namely;-

"2. Knowledge of Sanskrit, English and Punjab languages of matriculation standard or its equivalent standard, and

(ii) Against serial No. 3, under column 4 for Item 3 and the entry relating thereto, the following shall be substituted namely:-

3. Knowledge of Sanskrit, English and Punjabi languages of matriculations standards or its equivalent standards.

PRITMOHINDER SINGH,
Secretary to Government Punjab,
Department of Health and Family Welfare.