

GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
RULES DIVISION



1 R; e n t ; r s

SELECTION GRADE

PART – I

**Selection Scales of pay to low paid employees
and regulation of initial pay on appointment
to the Selection Scale**

(01.01.1985 TO 24.01.1992)

(Amended upto 30.04.2008)

GOVERNMENT OF RAJASTHAN
Finance (Gr. 2) Department

ORDER

No. F.17(5)FD(Gr.2)/84

Jaipur, dated the 23.01.1985

Sub.: - Prescription of Selection Scales of pay to low paid employees and regulation of initial pay on appointment to the Selection Scale.

The State Government issued Revised Pay Scale Rules, 1983, making it effective from 1st September 1981. The Government while prescribing these pay scales enlarged the existing scales by 3-5 stages in addition to merger of Dearness Allowance and fixation benefits. The main purpose of enlarging the maximum of the pay scale was to provide some relief to those categories where promotional avenues were limited or non existent. The Pay scale of lowest category of employees in Pay Scale No. 1 & 2 and also that of Subordinate Police Service were substantially enlarged, for these reasons also. It has been represented to the Government that this has not afforded relief to some of the categories particularly to those Government servants who were holding isolated posts. It has also been represented that Government servants have not been able to get promotion in the next higher grade even after lapse of 15-20 years after regular service. This has been engaging the attention of the Government for some time past, the matter has been looked into and with a view to provide some relief to the employees of the aforesaid categories drawing pay in the Revised Pay Scales maximum of which does not exceed Rs.1550/-, the Governor has been pleased to order that the Government servants in the Ministerial and Subordinate Services including isolated posts drawing pay in Rajasthan Civil Services (Revised Pay Scales) Rules, 1983 may be provided with Selection Scales as indicated below: -

Ordinary Scale	Scale No.	Selection Scale	Scale No.	Remarks
370-530	3	380-610	4	
380-610	4	400-700	5	
400-700	5	420-740	6	
420-740	6	490-840	7	
490-840	7	520-925	9	
500-860	8	520-925	9	
520-925	9	610-1090	10	
610-1090	10	640-1180	12	
625-1120	11	640-1180	12	
640-1180	12	660-1240	13	
660-1240	13	660-1300	14	
660-1300	14	740-1420	15	
740-1420	15	820-1550	17	
780-1460	16	820-1550	17	
820-1550	17	860-1750	18	

%“In partial modification of Finance Department Order of even number dated 23rd January, 1985, the Governor has been pleased to order that Selection Scale may also be granted to the Government Servants drawing pay in pay scale Nos. 1 and 2 of Rajasthan Civil Services (Revised Pay Scales) Rules, 1983 belonging to the Sub-ordinate Services and Class-IV Service, if initially appointed to the ordinary scale, as a lowest entry grade post of the service, as indicated below: -

Ordinary Scale	Scale No.	Selection Scale	Scale No.	Remarks
350-430	(1)	360-460	(2)	
360-460	(2)	370-530	(3)	”

2. The appointment to the selection scale shall be subject to the fulfillment of following conditions: -

(1) Selection Scale will be confined only to the Ministerial & Subordinate Services, except the following: -

- (a) Employees drawing pay in pay scale No. 1 & 2 of Revised Pay Scales Rules, 1983, % Modified vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.03.1985
- (b) Members of Rajasthan Police Subordinate Service including Wireless & CID,
- (c) Constable, Head Constable, Platoon Commander of Home Guards,
- (d) Members of Rajasthan Jail Subordinate Services,
- ¹[(e) Members of Rajasthan Excise Subordinate Service (Preventive Branch) except the post of Driver.]

(2) @Deleted.

(3) The number of posts of Selection Scale will be 10% of each category of posts as on 01.04.1984 including temporary posts under a particular appointing authority. In offices/ departments where number of posts are less than ten or in fraction thereof, number of posts upto five shall be ignored and six & onwards shall be allowed one Selection Scale post.

Note: In respect of categories of posts where seniority is maintained by an authority senior to the appointing authority, the appointing authority for the purpose of this order shall be that senior authority.

% Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.03.1985.

1 Substituted vide FD order No. F.17(5)FD(Gr.2)/84 dated 17.07.1989 w.e.f. 01.01.1985.

(e) Members of Rajasthan Excise Subordinate Service (Preventive Branch).

@ Deleted vide FD Order No. F.20(90)FD(Gr.2)/89 dated 25.06.1991 w.e.f. 01.09.1988.

[The Selection Scale will not be admissible to those who do not possess the requisite basic qualification for promotion on the higher post in regular line in accordance with relevant recruitment rules of the Service.]

²[Exception No. 1 - This condition shall not be applicable for grant of Selection Scale to Teachers Gr.-III.]

³[Exception No. 2 - This condition shall not be applicable for grant of Selection Scale to Patwaries of Irrigation Department.]

2 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 15.03.1985 w.e.f. 01.01.1985.

3 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 24.03.1989 w.e.f. 01.03.1989.

&[The Finance Department Order of even number dated 23.01.1985, as amended vide Orders of even number dated 15.03.1985, 29.03.1985, 21.06.1985 and as clarified vide Memorandum of even number dated 16.04.1985, provided that the number of posts of Selection Scale will be 10% of each category of posts as on 01.04.1984 including temporary posts under a particular appointing authority. In offices/ Departments, where number of posts was less than ten or fraction thereof, number of posts upto five was to be ignored and for six posts and onwards one Selection Scale post was to be allowed. It has been represented to the Government that this condition has operated adversely in respect of holders of isolated posts where the total number of posts is less than six as according to the aforesaid condition, no Selection scale is admissible to Government servants in an office where the number of isolated posts in their category is less than six.

2. In order to mitigate hardship, the matter has been further considered and the Governor has been pleased to order that the condition of a minimum number of six posts to get one Selection Scale post shall not be operative in respect of such isolated posts numbering less than six. In such cases, one Selection Scale post shall be permissible subject to the condition that the admissibility to Selection Scale will be on completion of 18 years of service instead of 15 years of service after regular appointment on that post.]

EXCEPTION No. 1

§[The Selection Scale of pay for employees belonging to Ministerial, Subordinate & Class – IV services have been introduced vide order of even number dated 23.01.1985 and 29.03.1985. The aforesaid orders as amended from time to time inter-alia besides other conditions for admissibility of selection scale, provides that the number of posts of selection scale will be 10% of the lowest post in each category as on 01.04.1984 including temporary posts under a particular authority.

The matter has been reconsidered and in partial modification of Finance Department order of even number dated 23.01.1985, the Governor has been pleased to order that in case of Patwaries of Revenue Department the number of posts of Selection Scale will be 20% of posts as on 01.04.1984 including temporary posts under a particular authority. The other conditions shall remain unchanged.]

& Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.06.1985 w.e.f. 01.01.1985.

§ Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 01.10.1988 w.e.f. 01.09.1988.

EXCEPTION No. 2

@[The selection scale of pay for employees belonging to Ministerial, Subordinate and Class – IV Services have been introduced vide order of even number dated 23.01.1985 and 29.03.1985 The aforesaid orders as amended from time to time inter-alia besides other conditions for admissibility of selection scale, provides that the number of posts of selection scale will be 10% of the lowest post in each category as on 01.04.1984 including temporary posts under a particular authority.]

The matter has been reconsidered and in partial modification of Finance Department order of even number dated 23.01.1985, the Governor has been pleased to order that in case of Patwaries of Irrigation and Colonisation Departments the number of posts of Selection scale will be 20% of posts as on 01.04.1984 including temporary posts under a particular authority. The other conditions shall remain unchanged.]

- (4) The admissibility of selection scale will be on completion of 15 years of service after regular appointment on that post.
- ¹[Note: The period of service rendered by a Government servant prior to his being declared surplus shall be taken into account to reckon the complete years of service subject to the fulfillment of the following conditions: -
- (i) he was initially appointed regularly on the lowest grade of a particular service/ post held by him prior to his declaration as surplus;
 - (ii) he was absorbed on the lowest grade of a particular service; and
 - (iii) no senior person is superseded even if the senior person has not completed 15 years of service.]
- (5) The Selection Scale would be confined only to persons regularly appointed to the lowest grade of a particular service or on an isolated post having no promotional avenue.
- (6) The grant of selection scale will be admissible strictly on seniority subject to rejection of unfit persons.
- (7) Selection scale will not be allowed to Government servants whose record of service is not satisfactory or to those who have been superseded or overlooked on the basis of adverse record in the past.

@ Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 16.12.1988 w.e.f. 01.09.1988.

1 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 21.06.1985.

#**[CLARIFICATION**

The Selection Scales were prescribed vide Finance Department Order of even number dated 23.01.1985. According to the provisions contained in para 2(7) of the aforementioned Order. Selection Scale is not admissible to Government servants whose record of service is not satisfactory or to those who have been superseded or overlooked on the basis of adverse record in the past.

2. In this regard a question has been raised as to how much period of service record should be taken into account for the purpose of grant of Selection Scale as provided in para 2(7) of the aforementioned order.

3. The matter has been examined in consultation with Department of Personnel and it is clarified that service record of seven years immediately preceding the year of vacancy in the Selection Scale shall be considered for the purpose of Selection Scale of eligible Government servants and this record should generally be satisfactory.]

(8) Grant of selection scale will not affect the seniority of the persons in the cadre.

3. **Fixation of Pay: -**

(i) Fixation of pay in the selection scale shall be made at the next above stage with reference to the basic pay drawn in the ordinary pay scale. The next date of increment shall remain unchanged.

(ii) The personal pay granted under Finance Department Order No. F.17(16)FD(Gr.2)/83 dated 08.01.1983 shall not be treated as part of the basic pay for the purpose of fixation of pay in Selection Scale. This personal pay shall be adjusted as provided under Rule 39 of Rajasthan Service Rules in future increases in basic pay on any account.

¹[(iii) In cases where the Selection Scale of the lower post and the pay scale of the higher post of regular line of promotion is the same, on promotion of a Government servant, the fixation of pay shall be made at the stage next above in the pay scale of the higher post and the next date of increment shall be granted on the date he would have drawn his increment had he continued in the Selection Scale of the lower post.]

4. **Determination of Posts & Grant of Selection Scale: -**

The appointing authority shall be competent to determine the posts of Selection Scale and to grant the same to the eligible persons.

Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 15.03.1986.

1 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.03.1985.

5. Non-applicability of orders relating to grant of personal pay for stagnation: -

The provisions of personal pay for stagnation at the maximum of the pay scales under Finance Department Order No. F.17(16)FD(Gr.2)/83 dated 08.01.1985 shall not apply in respect of Government servants who may stagnate at the maximum of the selection scale allowed in accordance with these orders.

6. Option: -

Each employee will have an option, on the grant of Selection Scale to allow Selection scale of pay from the date of promotion or from a subsequent date of increment. Option once exercised shall be final. The option shall be exercised within one month from the date of grant of the Selection Scale. If no option is exercised, it will be deemed that he has opted for Selection Scale from the date of order.

7. These orders shall take effect from 01.01.1985.

Memorandum No. F.17(5)FD(Gr.2)/84 dated 16.04.1985 (2)

Sub.: - Prescription of Selection Scales of pay and regulation of initial pay on appointment to the Selection Scale.

CLARIFICATION NO. 1

The undersigned is directed to invite attention towards Finance Department Order of even number dated 23.01.1985, as amended vide Order of even number dated 15.03.1985 and 29.03.1985. State Government have allowed selection scales to the lower categories of employees with certain specified conditions regarding number of posts of selection scale and their admissibility viz. (i) 10% of the lower post in each category of service, (ii) on completion of 15 years of service after regular appointment, (iii) selection scales will be admissible with reference to the lowest entry post of the respective service etc.

2. It has been brought to the notice of the Government that in some departments, selection scales have been allowed in contravention of orders referred to above to such Government servants as are not eligible to the same or in excess of number of requisite posts. To make things specific and beyond any doubt and for guidance of the competent authorities it is clarified that -

(i) Under para 2(3) of the order of even number dated 23.01.1985, the number of selection scale posts will be 10% of each category of posts including isolated posts as on 01.04.1984 under a particular appointing authority. In offices where number of lowest entry posts is upto 5 or in fraction of 5, no selection scale post is permissible. For example -

Total number of lowest entry posts	Number of Selection Scale posts to be allowed
Upto 5	Nil
6 to 10	one
11 to 15	one
16 to 20	two
20 to 25	two
26 to 30	three

and so on

(ii) Under para 2(4) of the order of even number dated 23.01.1985, the admissibility of selection scale is on completion of 15 years of service after regular appointment to that post. For instance, a Government servant having total service of 17 years including 3 years of period of ad-hoc service is not entitled to selection scale till he completes 18 years of service. In other words, the period of service rendered on ad-hoc basis shall not be taken into account for the purpose of entitlement of selection scale ¹[if admissible, may be granted even if an employee had foregone or foregoes the chance of promotion when offered, for whatsoever reason, subject to the fulfilment of other conditions laid down in this regard].

1. Substituted vide FD Memo. No. F.17(5)FD(Gr.2)/84 dated 12.10.1988

In case where a Government servant has been offered promotion on higher post, but who has foregone the chance of promotion, for whatever reason, shall not be entitled to the grant of selection scale.

- (iii) Under para 2(5) of the order of even number dated 23.01.1985, the grant of selection scale is confined only to persons regularly appointed on the lowest grade of a particular service or on an isolated post having no promotional avenues. It means that selection scale is not admissible in cases where 15 years of service has been completed on the post next or higher to the lowest post even if direct recruitment is made on the next or higher post in accordance with the provisions of relevant recruitment rules. For example -

S. No.	Name of the post	Source of recruitment	Whether selection scale is admissible or not
1.	Lower Division Clerk	Initial entry post	Admissible
2.	Upper Division Clerk	Promotion post	Not admissible
3.	Assistant	Promotion post	Not admissible
4.	Peon	Initial entry post	Admissible
5.	Jamadar	Promotion post	Not admissible
6.	Jr. Accountant	Initial entry post	Admissible
7.	Accountant	Promotion post/ Direct recruitment post	Not admissible
8.	Teacher Gr.-III	Initial entry post	Admissible
9.	Teacher Gr.-II	Promotion post/ Direct recruitment post	Not admissible
10	Teacher Gr.-I	Promotion post/ Direct recruitment post	Not admissible

3. It is therefore, enjoined upon all Heads of Departments/ Appointing Authorities to ensure that selection scales are allowed to the Government servants strictly in accordance with the provisions contained in the aforesaid orders and this clarification. For any non-compliance of aforesaid orders/ clarification, the appointing authority shall be held personally responsible. The orders issued in the past may be re-examined and those issued in contravention of the Finance Department order dated 23.01.1985 and this clarification may be withdrawn or modified as clarified above.

Memorandum No. F.17(5)FD(Gr.2)/84 dated 12.10.1988 (3)

Sub.: - Prescription of Selection Scale of pay and regulation of initial pay on appointment to the Selection Scale.

CLARIFICATION NO. 2

Under Finance Department orders of even number dated 23.01.1985 and 29.03.1985, the selection scales were prescribed for Government servants holding the lowest post belonging to Ministerial, Subordinate and Class – IV Services. Grant of selection scale is subject to fulfilment of conditions specified in the aforementioned orders. For guidance of the concerned authorities certain clarifications were issued vide Finance Department Memorandum of even number dated 16.04.1985. It was clarified in para 2(ii) of this Memorandum that in case a Government servant had foregone or foregoes the chance of promotion, for whatever reason, when promotion was / is made, he shall not be entitled to the grant of selection scale.

2. It has been represented to the Government that selection scales may also be allowed to the Government servants who had foregone or forego the chance of promotion for compulsion of circumstances.

3. The matter has been reconsidered and in supersession of earlier clarification as contained in para 2(ii) of Finance Department Memorandum of even number dated 16.04.1985; the Governor has been pleased to order that selection scale, if admissible, may be granted even if an employee had foregone or foregoes the chance of promotion when offered, for whatsoever reason, subject to the fulfilment of other conditions laid down in this regard.

4. This order shall come into force with immediate effect.

Order No. F.17(5)FD(Gr.2)/84 dated 06.12.1985 (4)

Sub.: - Prescription of Selection Scales of pay to low paid employees and regulation of initial pay on appointment to the Selection Scale.

The State Government have introduced Selection Scale vide order of even number dated 23.01.1985 as amended from time to time, which inter-alia besides other conditions for eligibility of Selection scale, provides that the selection scale would be confined only to persons regularly appointed to the lowest grade in the services. Basically, the selection scales were introduced to provides at least one promotional opportunity to the Government servants who have not been provided even first promotion after lapse of 15 years of satisfactory service due to lack of

adequate promotional opportunities. This condition has operated very harshly in cases where the direct recruitment takes place on mass scale on post next or subsequent to the lowest entry post of a service because in such cases even on fulfillment of all other conditions they are not entitled to selection scale.

2. Accordingly the matter has been considered sympathetically and the Governor has been pleased to order that the orders of selection scale may be made applicable to the Teachers Gr.-I (Senior Teachers) and Teacher Gr.-II of General Branch of Education Department (Primary & Secondary Education) who have been recruited directly against direct recruitment quota posts subject to the observance of following further conditions: -

- (i) The number of selection scale posts shall be calculated with reference to the posts which have been actually filled in through direct recruitment.
- (ii) The number of such posts shall be determined with reference to the persons actually holding the posts referred in (i) above as on 01.04.1984.
- (iii) The Selection Scales shall be as indicated below: -

Name of the post	Ordinary Scale	Selection Scale	Remarks
Teacher Gr.-I (Senior Teacher)	820-1550 (17)	860-1750 (18)	
Teacher Gr.-II	625-1120 (11)	640-1180 (12)	

3. These orders shall take effect from 01.12.1985.

Order No. F.17(5)FD(Gr.2)/84 dated 07.01.1986 (5)

Sub.: - Prescription of Selection Scales of pay to low paid employees and regulation of initial pay on appointment to the Selection Scale.

In continuation of this Department Order of even number dated 06.12.1985, the Governor has been pleased to order that the orders of selection scale may be made applicable to the Assistant Agriculture Officers/ Agriculture Assistants / Agriculture Extension Officer/ Farm Managers of Agriculture Department possessing qualifications of Agriculture Graduate and who have been recruited directly against direct recruitment quota posts subject to the observance of following further conditions: -

- (i) The number of selection scale posts shall be calculated with reference to the posts which have been actually filled in through direct recruitment.
- (ii) The number of such posts shall be determined with reference to the persons actually holding the posts referred in (i) above as on 01.04.1984.

(iii) The Selection Scales shall be as indicated below: -

Name of the post	Ordinary Scale	Selection Scale	Remarks
Assistant Agriculture Officer/ Agriculture Assistant / Agriculture Extension Officer/ Farm Manager.	740-1420 (15)	820-1550 (17)	

2. These orders shall take effect from 01.12.1985.

Order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 (6)

Sub.: - Prescription of Selection Scale for the Junior Engineer in Irrigation, Public Works and Public Health Engineering Department.

The Selection Scales of pay for employees belonging to Ministerial & Subordinate Services have been introduced vide order of even number dated 23.01.1985. The aforesaid order as amended from time to time inter-alia besides other conditions for eligibility of Selection Scale, provides that the Selection Scale would be confined only to persons regularly appointed to the lowest grade in the services. Basically, the Selection Scales have been introduced to provide atleast one promotional opportunity to the Government servants who have not been provided even first promotion after lapse of 15 years of satisfactory service due to lack of adequate promotional opportunities. This condition has operated very harshly in cases where the direct recruitment takes place on a post, next or subsequent to the lowest entry post of a service because in such cases even on fulfillment of other conditions, the condition in regard to appointment to the lowest grade in the service is not fulfilled and hence such persons are not entitled to Selection Scale.

2. Accordingly the matter has been considered sympathetically and the Governor has been pleased to order that Selection Scale of pay for Junior Engineers in Irrigation, Public Works & Public Health Engineering Departments may be prescribed as indicated below: -

Ordinary Scale	Scale No.	Selection Scale	Scale No.
1160-2360	12	1400-2825	15

3. Number of Selection Scale Posts: -

The number of Selection Scale posts in each of the aforesaid Departments will be 20% of the sanctioned posts of Junior Engineers (including temporary posts) as on 01.09.1987. The number of Selection Scale posts shall be worked out by rounding off to the nearest integer.

4. Condition of Eligibility: -

The Selection Scale as indicated above may be allowed to those Junior Engineers of the aforesaid departments, who were recruited directly against the post of Junior Engineer, subject to fulfillment of the following conditions: -

- (i) The Selection Scale of pay will not be admissible to those Junior Engineers who do not possess the requisite qualifications for promotion to the next higher post in regular line (Assistant Engineer) in accordance with the provisions contained in relevant recruitment rules of the Service.
- [#](ii) The admissibility of Selection Scale of pay will be on completion of 15 of continuous service on the post of Junior Engineer.”
- (iii) The grant of Selection Scale of pay will be admissible strictly on seniority subject to rejection of unfit persons.
- (iv) The grant of Selection Scale of pay will not affect the seniority of persons in the cadre.

5. Fixation of Pay: -

The fixation of pay in the Selection Scale shall be made at the next above stage with reference to the basic pay drawn in the ordinary scale of pay. The next date of increment shall remain unchanged.

6. Determination of posts and grant of Selection Scale: -

The respective appointing authorities shall be competent to determine the number of Selection Scale posts in accordance with para 3 above and to grant Selection Scale to the eligible persons.

7. Option: -

Each employee will have an option, on the grant of Selection Scale to elect Selection Scale of pay from the date of grant of Selection Scale or from a subsequent date of increment. Option once exercised shall be final. The option shall be exercised within one month from the date of grant of Selection Scale. If no option is exercised within the specified time, it will be deemed that he has opted for Selection Scale from the date of order.

This order shall take effect from 01.09.1987.

Substituted vide FD order No. F.17(5)FD(Gr.2)/84 dated 22.12.1987 w.e.f. 01.09.1987.

(ii) *The admissibility of Selection Scale of pay will be on completion of 15 years of continuous service after regular appointment on the post of Junior Engineer.*

Memorandum No. F.17(5)FD(Gr.2)/84 dated 05.09.1988 (7)

Sub.: - Selection Scale for the post of Junior Engineer in Irrigation, Public Works and Public Health Engineering Department.

The Selection Scales of pay for eligible employees belonging to Ministerial, Subordinate & Class – IV Services were prescribed vide Finance Department order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985 and 29.03.1985. This was a general order prescribing Selection Scales for the eligible employees. As the post of Jr. Engineer in the aforesaid Departments was the lowest post in the concerned group of posts in the Subordinate Services of these departments and could be filled up by direct recruitment only, the Junior Engineers of these departments were also eligible for grant of Selection Scale on fulfilment of the conditions prescribed in the Finance Department order referred to above. Subsequently, the matter was considered by the Government and a specific order viz; the Finance Department Order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 was issued prescribing Selection Scale (other than that prescribed in the general order) for the post of Junior Engineer in these departments. It is a fundamental rule that a general order (order dated 23.01.1985) is applicable only when any specific order / rule does not exist. On issue of a specific order in regard to a particular category of employees the general order ceases to be in operation. Therefore, on issue of Finance Department specific order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 prescribing Selection Scale for Junior Engineers in the aforesaid departments the Finance Department order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985 ceased to be in operation in regard to the Junior Engineer.

In pursuance of Finance Department order Nb. F.17(5)FD(Gr.2)/84 dated 14.09.1987 the aforesaid Departments are required to take further actions as under:

- (a) The number of Selection Scale Posts of Junior Engineer as on 01.09.1987 may be computed at 20% of sanctioned posts of Junior Engineers (including temporary posts) as on 01.09.1987.
- (b) The number of additional Selection Scale posts of Junior Engineer in terms of Finance Department's specific order dated 14.09.1987 will be equal to the difference between the number of posts computed as per (a) above and those computed in terms of Finance Department order dated 23.01.1985.
- (c) The pay of the Junior Engineers who were given Selection Scale in terms of Finance Department order dated 23.01.1985 may be fixed in the revised Selection scale i.e. 1400-2825 (15) as on 01.09.1987 at the same stage at which they were drawing pay in the Selection Scale prescribed under Finance Department order dated 23.01.1985 (benefit of fixation of pay at the next stage has already

been given in these cases at the time of granting Selection Scale in terms of Finance Department order dated 23.01.1985, therefore, no further benefit will be admissible.

- (d) The pay of the eligible Junior Engineers who may be granted Selection Scale against the additional Selection Scale posts as indicated in sub-para (b) above may be fixed on the date of granting Selection Scale in the manner as indicated in para 5 of the Finance Department order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987.

Order No. F.17(5)FD(Gr.2)/84 dated 23.09.1989 (8)

Sub.: - Prescription of Selection Scale of pay to low paid employees and regulation of initial pay on appointment to the Selection Grade.

With a view to providing relief to the employees belonging to Class – IV, Ministerial and Subordinate Services, selection grades were introduced for the lowest post belonging to the aforesaid Services provided, the maximum of the Pay Scale of such lowest post does not exceed Rs.1550/- vide this Department Order of even number dated 23.01.1985. Suitable modifications in the aforesaid order were made from time to time. The aforesaid order inter alia lays down: -

- (a) Post eligible for selection grade;
- (b) Number of selection grade posts for each category of posts;
- (c) Selection grade for each eligible post;
- (d) Mode of fixation of pay of an employee drawing pay in selection grade on promotion to the higher post in regular line; and
- (e) Categories of posts to which provisions contained in the order shall not apply.

With a view to providing further relief, the Governor has been pleased to order that the provisions in regard to the matters indicated at (a) to (e) above for grant of selection grades shall henceforth be as under: -

(a) Post eligible for selection grade:

All posts which are the lowest in a particular service (Class IV / Ministerial / Subordinate Services only) and isolated posts having no promotional avenue would be eligible for selection grades. A post lowest in a group of a particular service which can be filled up by direct recruitment only and not by transfer from other groups of the service would also be eligible for selection grade. Provided, a lowest post in these services if carries a pay scale prescribed under the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989 maximum of which exceeds Rs.3200/- shall not be eligible for selection grade. Exceptions allowed in past will continue to be in force.

- (b) Number of selection grade posts for each category of posts:**
The number of selection grade posts for each category of posts eligible for selection grade shall be equivalent to the number of incumbents of that post who have completed service of 15 years after regular appointment to that post and eligible in terms of this Department order of even number dated 23.01.1985, as modified from time to time.
- (c) Selection grade for each eligible post:**
The selection grade for each eligible post shall be the scale for the next higher post in regular line except for the posts in Subordinate Services from which promotion is made directly to a post in a State service and the isolated posts. The selection grade for such posts in Subordinate Services and isolated posts shall be the next higher pay scale e.g. the scale of Rs.1640-2900 (13) for post carrying the pay scale of Rs.1400-2600 (12).
- (d) Mode of fixation of pay:**
Fixation of pay in the selection grade shall be made at the stage next above the basic pay in the ordinary scale. The pay of an employee drawing pay in selection grade of a post will be fixed on promotion to the next higher post in regular line in accordance with provisions contained in Note-'4' below Rule 26A of RSR. Provided, where the next higher post in regular line is a post in State Service, provisions contained in Rule 26A of RSR would be applicable.
- (e) Categories of posts to which provisions contained in the order shall not apply:**
The provisions contained in the order regulating grant of selection grades shall not apply to the following:
- %(a) incumbents of the post of Upholsterer in all departments who may be given the scale of Rs.910-1530 (5) in terms of the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989;
 - (b) incumbents of the post of Lift Operator in all departments who may be given the scale of Rs.910-1530 (5) in terms of the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989;
 - (c) incumbents of the post of Multipurpose Worker (Male) of Medical & Health Department not possessing requisite qualification who may be given the scale of Rs.910-1530 (5) in terms of the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989.]

% Existing item (a) to (d) deleted and item (e), (f) and (g) re-numbered as item (a), (b) and (c) respectively vide Order No.F.17(5)FD(Gr.2)/84 dated 28.08.1990 with immediate effect: -

- (a) members of Rajasthan Police Subordinate Service including Wireless & C.I.D.;
- (b) Constable, Head Constable, Platoon Commander of Home Guards;
- (c) members of Rajasthan Jail Subordinate Services;
- (d) members of Rajasthan Excise Subordinate Service (Preventive Branch) except the post of Driver;

The other provisions and conditions in regard to grant of selection grades as contained in this Department order of even number dated 23.01.1985, as modified from time to time, shall remain unchanged. The fixation of pay of the employees drawing pay in selection grades as on 01.09.1988 shall be made in the Revised Pay Scales in accordance with the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989.

This order shall come into force w.e.f. 01.09.1988.

Order No. F.17(5)FD(Gr.2)/84 dated 12.12.1989 (9)

Sub.: - Prescription of Selection Scale of pay to low paid employees and regulation of initial pay on appointment to the Selection Grade.

With a view to providing some more reliefs to the incumbents of the lowest post in the Class – IV, Ministerial and Subordinate Services, which are eligible for Selection Grades, the revised selection grades were prescribed vide this department order of even number dated 23rd September 1989, which came into force w.e.f. 01.09.1988.

The matter has further been considered and the Governor has been pleased to order that the Selection Grades for each eligible post w.e.f. 01.09.1988 shall be as under: -

- (a) The Selection Grade for each eligible post, except those covered by clause (b) and (c) below shall be the Scale for the next higher post in the regular line.
- (b) The Selection Grade for all eligible posts from which promotion is made directly to a post in a "State Service" shall be 2000-60-2300-75-3200.
- (c) The Selection grade for an isolated post shall be the Scale which is the pay scale of the next higher post in regular line of the major category of cadre posts carrying pay scale identical to the isolated post.

Clarification:

In terms of clause (c) above, the Selection Grade for the eligible post of Driver shall be the Scale of Rs.1200-30-1560-40-2000-50-2050. This is only an example, therefore, for other isolated posts the Departments shall get the Selection Grade prescribed by Finance Department by furnishing necessary and required details.

This order shall be in partial modification of this department order of even number dated 23.09.1989.

Memorandum No. F.20(90)FD(Gr.2)/89 dated 19.12.1990 (10)

Sub.: - Date from which Selection Grade may be granted – clarification.

Selection Grades for the lowest posts in Class – IV, Ministerial and Subordinate Services were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. The number of Selection Grade posts were restricted to 10% of each category of posts as on 01.04.1984.

With a view to providing more relief to the incumbents of posts eligible for Selection Grade in terms of order referred to above, the limit of Selection Grade posts as mentioned above was removed and the number of Selection Grade posts for each category of posts eligible for Selection Grade was revised equal to the number of incumbents completing service of 15 years after regular appointment to that post and eligible in terms of this department order dated 23.01.1985 vide this department Order No. F.17(5)FD(Gr.2)/84 dated 23.09.1989 which came into force w.e.f. 01.09.1988.

Since the aforesaid order dated 23.09.1989 was given retrospective effect a few Departments sought clarification as to the date from which Selection Grade may be granted against the increased number of Selection Grade posts in terms of this department order dated 23.09.1989. Clarifications were given in individual cases separately.

The matter has been examined in totality and in supersession of all earlier clarifications it is clarified that :

1. Selection Grade to the incumbent eligible in terms of this Department order dated 23.01.1985, as amended from time to time, against the increased number of Selection Grade posts in terms of this Department order dated 23.09.1989 may be granted w.e.f. 01.09.1988. Arrear accruing as a result of grant of Selection Grade from the retrospective date 01.09.1988 would also be payable.
2. If an employee becomes eligible for Selection Grade on completion of 15 years service after regular appointment to that post after 01.09.1988, the Selection Grade would be granted from the date following the day on which he completes 15 years of service and becomes eligible for Selection Grade. Arrear shall also be payable.
3. In respect of the period prior to 01.09.1988 when the number of Selection Grade posts was limited to 10% of the posts in that category as on 01.04.1984, if Selection Grade could not be granted to any employee though the post was available (within 10%) and the employee was eligible, in such a case also Selection Grade can be granted from the date on which the posts became available and the employee became eligible. In this type of cases also the arrear

would be payable. It is however, further clarified that in this type of cases, the Selection Grade for the post shall be as indicated in this department order dated 23.01.1985 or as revised as per Rajasthan Civil Services (Revised Pay Scale) Rules, 1987 with effect from 01.09.1986. Fixation of pay of such employees in the Revised Selection Grade as prescribed vide this Department order dated 23.09.1989 and coming into force with effect from 01.09.1988 shall be made in accordance with the provisions contained in Rajasthan Civil Services (Revised Pay Scales) Rules, 1989.

The cases in which Selection Grades have been granted from a date other than those indicated above may be re-opened and Selection Grades may be granted from the dates as indicated in the above clarification.

Order No. F.20(90)FD(Gr.2)/89 dated 25.06.1991 (11)

Sub.: - Eligibility for Selection Grade.

Selection Grades for lowest posts in Subordinate / Ministerial / Class-IV Services and isolated posts were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. The conditions of eligibility for grant of Selection Grade inter-alia provides in para 2(2) of the aforesaid order that the Selection Grade will be admissible to those Government servants only who possess the requisite basic qualification, as prescribed in the relevant Recruitment Rules of the service for promotion to the higher post in regular line. Some exceptions of this condition were permitted vide this department order No. F.17(5)FD(Gr.2)/84 dated 15.03.1985 and 24.03.1989.

The matter has been considered and the Governor is pleased to order that the condition of eligibility stipulated in para 2(2) of the aforesaid order dated 23.01.1985 alongwith the exceptions inserted thereunder be deleted w.e.f. 01.09.1988.

Order No. F.20(90)FD(Gr.2)/89 dated 25.06.1991 (12)

Sub.: - Eligibility for Selection Grade.

Selection Grades for lowest posts in Subordinate / Ministerial / Class-IV Services and isolated posts were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. The Teachers Grade-II of General Branch of Education Department (Primary & Secondary Education) and Assistant Agriculture Officers/ Agriculture Assistants/ Agriculture Extension Officers/ Farm Managers of Agriculture Department who are appointed to these posts on direct recruitment basis were also made eligible for grant of Selection Grade though these posts are not the lowest in their respective cadre vide this department order No. F.17(5)FD(Gr.2)/84 dated 06.12.1985 and 07.01.1986 respectively. Appointments to the posts of Teacher Grade-II and Assistant Agriculture Officer/ Agriculture Assistant/ Agriculture Extension Officer/ Farm Manager are made by promotion also from amongst the incumbents of the lower posts in regular line. The officials appointed to the aforesaid posts by promotion are not eligible for grant of Selection Grade in terms of order in force at present. The officials promoted against the vacancies of a year rank senior to the officials who are appointed by direct recruitment against the vacancies of the same year. This may result in drawal of pay by promotee officials, not being eligible for selection grade, in a lower pay scale though they are senior.

In view of above the matter has been reconsidered and the Governor is pleased to order that the promotee Teachers Grade-II of General Branch of Education Department (Primary & Secondary Education) and Assistant Agriculture Officers/ Agriculture Assistants/ Agriculture Extension Officer/ Farm Managers of Agriculture Department shall also be eligible for grant of Selection Grade on completion of 15 years service after promotion to these posts and fulfilling other conditions stipulated in this regard. This order shall be deemed to have come into force with effect from 01.09.1988.

Order No. F.20(90)FD(Gr.2)/89 dated 14.10.1991 (13)

Sub.: - Eligibility for Selection Grade.

Selection Grades for lowest posts in Subordinate / Ministerial / Class-IV Services and isolated posts were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985.

The Drivers of Motor Garage Department and District Pools are governed by the Rajasthan Motor Garage Subordinate Service Rules. As per provisions of these rules the post of Driver is not the lowest post of the service because it can be filled by direct recruitment as also by promotion from amongst the incumbents

of the lower post. The posts of Driver of all other departments are either lowest or isolated. In view of this position, the Drivers of Motor Garage Department and District Pools are not eligible for selection grade in terms of this Department order dated 23.01.1985 referred to above whereas drivers of other departments are eligible for selection grade and have been granted selection grade accordingly. This has resulted in discontentment among the Drivers of Motor Garage Department and District Pools.

In view of the above, the matter has been considered and the Governor is pleased to order that the Drivers of Motor Garage Department and District Pools governed by the Rajasthan Motor Garage Subordinate Service Rules shall also be eligible for grant of selection grade on fulfilling other conditions stipulated in this regard.

This order shall be deemed to have come into force with effect from 01.09.1988. The date of grant of selection grade to the eligible Drivers may be determined in terms of this department Memorandum No. F.20(90)FD(Gr.2)/89 dated 19.12.1990. Arrears accordingly as a result of grant of selection grade would be payable.