

DEPARTMENT OF PUBLIC WORKS

(B. & R. III BRANCH)

The 7th September, 1993

No. G.S.R. 6/Const./Art. 309/1993.—In exercise of the power conferred by the proviso to 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 conditions of service of Class-III Service Rules, namely:—

1. Short title and application.—(1) These rules may be called the Punjab, Department of Public Works (Building and Roads) Junior Engineers (Class-III) Service Rules, 1993.

(2) They shall come into force at once and apply to the posts specified in Appendix "A" to these rules.

2. Definition.—In these rules, unless the context otherwise requires:—

(a) "Board" means the Punjab Subordinate Service Selection Board or any other authority constituted to perform its functions;

(b) "Chief Engineer" means the Chief Engineer, Punjab, Department of Public Works (Building and Roads), in charge of the establishment matter in respect of Junior Engineers;

(c) "Direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of the Government of India or of a State Government;

(d) "Government" means the Government of the State of Punjab in the Department of Public Works (Building and Roads);

(e) "Recognised University or Institution" means:—

(i) any university or institution incorporated by law in any of the States of India; or

(ii) any other university or institution which is recognised by the Government for the purposes of these rules;

(f) "Service" means the Punjab, Department of Public Works (Building and Roads) Junior Engineers (Class-III) Service;

(g) "Superintending Engineer" means the Superintending Engineer, Punjab, Department of Public Works (Buildings and Roads) in charge of the establishment of Junior Engineers.

3. Number and character of posts.—The Service shall consist of four wings, namely, Civil Wing, Electrical Wing, Mechanical Wing, and Horticulture Wing and each Wing shall comprise of the posts as shown in Appendix 'A' to these rules.

Provided that nothing in these rules shall affect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

4. Nationality, domicile and character of candidates appointed to the Service.—(1) No candidate shall be appointed to the Service unless he is

(a) a citizen of India; or

(b) a citizen of Nepal; or

(c) a subject of Bhutan; or

(d) a Tibetan refugee who came over to India before the 1st day of January, 1962, with the intention of permanently settling in India; or

(e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to any of the categories (b), (c) (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of Punjab in the Department of Home Affairs and Justice.

(2) A candidate in whose case a certificate of eligibility is necessary may be admitted provisionally to an examination or interview conducted by the Board, but shall not be appointed to the Service unless the certificate of eligibility is issued to him by the Government of Punjab in the Department of Home Affairs and Justice.

(3) No person shall be recruited to the Service by direct appointment unless he produces —

- (a) A certificate of character from the Principal academic officer of the University, College, School or institution last attended, if any, and similar certificate from two responsible persons not being his relatives who are well acquainted with him in his private life and are unconnected with his University, College, School or institution; and
- (b) an affidavit to the effect that he has never been convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from the service of any State Government or the Government of India or any public sector undertaking.

5. Disqualifications.—No person—

- (i) Who has entered into or contracted a marriage with a person having a spouse living; or
- (ii) Who having a spouse living has entered into or contracted a marriage with any person shall be eligible for appointment to the Service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Age.—No person shall be recruited to the service by direct appointment if he is less than eighteen years or is more than thirty years of age on the first day of January of the year immediately preceding the first date fixed for submission of applications to the Board or unless he is within such range of minimum and maximum age limits as may be specially fixed by the Government from time to time.

Provided that the condition of upper age limit may be relaxed upto forty-five years in the case of a person already in the employment of the Government of Punjab, other State Government or the Government of India:

Provided further that the appointing authority may for reasons to be recorded, in writing, relax the upper age limit for a category or class of persons:

Provided further that in the case of candidates belonging to the Scheduled Castes and Backward Classes, the upper age limit shall be such as may be fixed by the Government of Punjab from time to time.

Note.—For age limits in case of recruitment of Ex-Servicemen, the provisions of rule 6 of the Punjab Recruitment of Ex-Servicemen Rules, 1932, shall apply.

7. Appointing Authority.—All appointments to the Service shall be made by the Chief Engineer.

8. Method of appointment and qualifications.—(i) All appointments to service shall be made in the following manner, namely:—

(A) in the case of Junior Engineers in the Civil Wing:—

(a) Seventy-five per cent by direct appointment from amongst the candidates who possess a Diploma in Civil Engineering of a recognised institution:

(b) twenty five percent by promotion as under:—

(i) fifteen per cent from amongst the following categories of employees working under the control of the Chief Engineer and who possess qualifications specified in sub-clause:

(a) above in the following ratio, namely:—

(a) five per cent out of Road Inspectors;

(b) six per cent out of Work Inspectors, Work Munshies/Mistries and Surveyors; and

(c) four per cent out of Drafts-men and Tracers;

(ii) ten per cent from amongst the following categories of employees working under the control of the Chief Engineer, who have completed ten years of service as such and who have passed the qualifying examination specified in rule 9 in the following ratio, namely :—

(a) six per cent out of Road Inspectors; and

(b) four per cent out of Work Inspectors, Work Munshies/Mistries and Surveyors;

(B) in the case of Junior Engineers in the Electrical Wing :—

(a) Seventy-five per cent by direct appointment from amongst the candidates who possess a Diploma in Electrical Engineering of a recognised institution;

(b) Twenty-five per cent by promotion as under :—

(i) Ten per cent from amongst the Electricians working under the control of the Chief Engineer and who possess a Diploma in Electrical Engineering of a recognised institution ;

Provided that if no suitable person is available for appointment by promotion from amongst the aforesaid category of persons, then an Electrician working under the control of the Chief Engineer and who possess a National Trade Certificate of Electrician of a recognised institution and has obtained a Certificate of Competency issued under rule 45 of the Indian Electricity Rules, 1956, and who has an experience of working as such for a minimum period of five years, shall be considered for promotion;

(ii) five per cent from amongst the Draftsmen and Tracers working under the control of the Chief Engineer who possess the qualifications specified in sub-clause (a) above; and

(iii) ten per cent from amongst the Electricians working under the control of the Chief Engineer, who are matriculates and who have obtained a Certificate of Competency issued under rule 45 of the Indian Electricity Rules, 1956 and who have an experience of working as such for a minimum period of ten years and have also passed the qualifying examination specified in rule 9.

(C) in the case of Junior Engineers in the Mechanical Wing :—

(a) Seventy-five per cent by direct appointment from amongst the candidates who possess a Diploma in Mechanical Engineering of a recognised institution ;

(b) Twenty-five per cent from amongst the Foremen working under the control of the Chief Engineer and who possess a Diploma in Mechanical Engineering;

Provided that if no suitable person is available for appointment by promotion from amongst the aforesaid category of persons, then a Foreman working under the control of the Chief Engineer, who has passed the Matriculation Examination and also possesses a National Trade Certificate in the trade of Motor Mechanic or Tractor Mechanic of a recognised institution and who has an experience of working as such for a minimum period of five years, shall be considered for promotion;

(ii) five per cent from amongst the draftsmen and Tracers working under the control of the Chief Engineer who possess the qualifications specified in sub-clause (a) above; and

(iii) ten per cent from amongst the Foremen working under the control of the Chief Engineer, who have passed the Matriculation Examination and have also an experience of working as such for a minimum period of ten years and who have passed the qualifying examination as specified in rule 9;

(d) in the case of Junior Engineers in the Horticulture Wing :—

(a) Seventy five per cent by direct appointment from amongst the candidates who are B.Sc. in Agriculture with Horticulture (three years, Cours after pre-University) of a recognised university as a special subject;

(b) twenty-five per cent from amongst the Supervisors Horticulture working under the control of the Chief Engineer who have passed Matriculation or Higher Secondary Examination and who possess a certificate in Gardening, Training in Horticulture or in Agriculture from a recognised Institution and who have an experience of working as such for a minimum period of five years;

Provided that if no suitable person is available for appointment by promotion from amongst the aforesaid category of persons, then a Head Mali working under the control of Chief Engineer, who has passed the Matriculation Examination or Higher Secondary Examination and who possesses a Certificate in Gardening Training of Horticulture or in Agriculture from a recognised institution and who has an experience of working as such for a minimum period of twelve years shall be considered for promotion.

(2) (i) The appointments by promotion under sub-clause (b) of clause (A) of Sub-rule (i) in a block of hundred vacancies shall be regulated in the order of the roster points specified as under :—

(a) 7th, 27th, 47th, 67th and 9th vacancy will go to the category of persons specified in sub-item (a) of item (i);

(b) 3rd, 20th, 36th, 53rd, 70th and 87th vacancy will go to the category of persons specified in sub-item (b) of item (i);

(c) 14th, 39th, 64th and 89th vacancy will go to the category of persons specified in sub-item (c) of item (i);

(d) 10th, 27th, 43rd, 61st, 78th and 94th vacancy will go to the category of persons specified in sub-item (a) of item (ii); and

(e) 22nd, 47th, 73rd and 98th vacancy will go to the category of persons specified in sub-item (b) of item (ii);

(ii) The appointment by promotion under sub-clause (b) reach of clause (B) and (C) of sub-rule (i) in a block of hundred vacancies shall be regulated in the order of the roster points specified as under :—

(a) 4th, 16th, 24th, 37th, 44th, 57th, 64th, 77th, 84th, and 97th vacancy will go to the category of persons specified in item (i);

(b) 12th, 32nd, 52nd, 72nd and 92nd vacancy will go to the category of persons specified in item (ii); and

(c) 8th, 20th, 28th, 40th, 60th, 68th, 82th, and 100th, vacancy will go to the category of persons specified in item (iii);

(iii) The appointment by promotion under sub-clause (b) of vacancies shall be regulated in the order of the roster points specified as under :—

4th, 8th, 12th, 17th, 20th, 24th, 28th, 32nd, 37th, 40th, 44th, 47th, 52nd, 57th, 60th, 64th, 68th, 72nd, 80th, 84th, 87th, 88th, 92nd and 100th.

(3) The roster points not specified in sub-rule (2) shall be meant for the category of persons specified in sub-clause (a) of each of the Clause (A), (B), (C) and (D) of sub-rule (1).

(4) If no suitable person is available for appointment to a post in a Wing of the Service by direct appointment or by promotion, as the case may be, appointment to that post shall be made by transfer of person possessing the qualifications specified for direct appointment for that post in that Wing of the Service.

(5) No person shall be recruited to any post in the service by direct appointment unless he possesses a knowledge of Punjabi Language of Matriculation standard or its equivalent or qualifies a test in Punjabi language of Matriculation standard to be held by such authority as may be specified by the Punjab Government in this behalf from time to time.

9. Qualifying Examination for appointment by promotion:—(1) The Chief Engineer shall conduct a qualifying examination every year for preparing a list of candidates to be considered for promotion to the various posts in the Service under rule 8(1)(A)(b)(ii) and 8(1)(B)(b)(iii) & 8(1)(C)(b)(iii).

(2) The Chief Engineer shall, with the approval of the Government, specify the syllabus for the qualifying examination and he shall appoint a Committee of examiners for conducting the qualifying examination.

(3) An incumbent of posts who can be considered for promotion under rule 8(1), (A) (b) (ii), rule 8(1) (B) (b) (iii) and rule 8(1) (c) (b) (iii) shall be allowed to sit in the qualifying examination only if he has an experience of working as such for a minimum period of eight years.

(4) The Chief Engineer shall prepare a list of successful candidates in order of seniority separately for each cadre of the Service and promotions to the posts in the Service shall be made by him out of the candidates included in the list so prepared.

10. Departmental Professional Examination :—(1) Every member of the Service shall, unless he has already done so within a period of two and half years from the date of his appointment to the Service, undergo a Departmental Professional Examination (hereinafter referred to in this rule as the Examination) in such subjects and of such standard as may be specified by the Government from time to time.

(2) The examination will be conducted twice a year by a Committee of the Chief Engineers as notified by the Government from time to time.

(3) A member of the Service who passes the Examination in the first attempt shall be entitled to one advance increment to be absorbed in the next normal increment on the date on which the next increment falls due.

11. Probation of a Person Appointed to 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 :—

- (a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation;
- (b) in the case of 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;
- (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation but no person who has so officiated shall on the completion of the prescribed period of probation be entitled to be confirmed unless he is appointed against a permanent vacancy; and
- (d) any period of leave not exceeding six months during or after the end of probation shall be counted towards the period of probation.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or if he has failed to qualify the Departmental Professional Examination within a period not exceeding two-and-a-half years from the date of appointment, it may :—

- (a) If such person is recruited by direct appointment dispense with his services or revert him to a post on which he held lien prior to his appointment to the service by direct appointment; and
- (b) if such person is 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.

(3) On the completion of the period of probation of a person the appointing authority may :—

- (a) if his work and conduct has in its opinion been satisfactory :—
 - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy; or
 - (ii) confirm such person from the date from which a permanent vacancy occurs if appointed against a permanent vacancy; or
 - (iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or
- (b) If his work or conduct has not been in its opinion satisfactory or if he has failed to qualify the Departmental Professional Examination :—

(i) dispense with his services, if recruited by direct appointment, or if appointed otherwise revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment may permit; or

(ii) extend his period of probation and thereafter, pass such orders as he could have passed on the period of probation specified in sub-rule (1);

Provided that the total period of probation including extension, if any, shall not exceed 3 years.

12. Seniority of members of Service.—The seniority *inter se* of members of the service in each Wing shall be determined separately by the length of continuous service on a post in that wing of the Service.

Provided that in the case of members recruited by direct appointment who join within the period specified in the order of appointment or within such period as may from time to time be extended by the appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the Board shall not be disturbed:

Provided further that in case a candidate is permitted to join the Service after the said period of four months in consultation with the Board, the seniority shall be determined from the date he joins service:

Provided further that in case any candidate of the next selection has joined the Service before the candidate referred to in the preceding proviso, the candidate so referred to shall be placed below all the candidates of the next selection who join within the time specified in the first proviso:

Provided further that in the case of two members appointed on the same date, their seniority shall be determined as follows, namely:—

- (a) a member recruited by direct appointment shall be senior to a member recruited otherwise;
- (b) a member appointed by promotion shall be senior to a member appointed by transfer;
- (c) in case of member appointed by promotion or transfer, the seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred, as the case may be; and
- (d) in case of members appointed by transfer from different cadres, their seniority shall be determined according to the 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 their length of service in those appointments and if the length of such service is also the same an older member shall be senior to a younger member.

Note.—Seniority of members appointed on purely provisional basis shall be determined as and when they are regularly appointed keeping in view the date of such regular appointment.

13. Liability of Members of Service to Transfer.—A member of the service may be transferred by the Government to any post whether included in any other Service or not on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-I, Part-I.

14. Liability to Serve.—A member of the service shall be liable to serve at any place, whether within or out of the State of Punjab on being ordered to do so by the appointing authority.

15. Pay of Members of Service.—The members of the Service shall be entitled to such scale of pay, as may be authorised by the Government from time to time. The scales of pay at present in force in respect of the members of the Service are given in Appendix 'A' to these rules.

16. Pay Leave, Pension and other Matters.—In respect of pay, leave, pension and all other matters not expressly provided for in these rules, the members of the Service shall be governed by such law, rules and regulations as have been or may hereafter be adopted or made by the competent authority.

17. Discipline, Penalties and Appeals.—(1) In the matter of discipline, punishment and appeal, the members of the Service shall be by the Punjab Civil Service (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalty under the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority thereunder in respect of the members of the Service shall be as specified in Appendix 'B' to these rules.

18. Liability for Vaccination and Revaccination.—Every member of the service shall get himself vaccinated and revaccinated when Government so directs by a special or general order.

19. Oath of Allegiance.—Every member of the Service, unless he has already done so, shall be required to take an oath of allegiance to India and to the Constitution of India as by law established.

PART I

20. Power to Relax.—Where the Government is of opinion that it is necessary or expedient so to do, it may be order for reasons to be recorded, in writing, relax any of the provisions of these rules with respect to any class or category of persons;

Provided that the provisions relating to educational qualifications and experience shall not be relaxed.

21. Repeal and Saving.—The Punjab Public Works Department (Building and Roads) Sectional Officer (Engineering) Class-III Service Rules, 1964 and the Electrical Subordinate Civil posts (Recruitment and Conditions of Service) Rules, 1943 in so far as they are applicable to the members of the Service are hereby repealed:

Provided that any order issued or any action taken under the rules so repealed shall be deemed to have been issued or taken under the corresponding provisions of these rules.

22. Interpretation.—If any question arises as to the interpretation of these rules, the Government shall decide the same.

GURJIT SINGH CHEEMA,

Secretary to Government of Punjab,
Department of Public Works
(Buildings and Roads Branch).

APPENDIX 'A'

[See rules 1 (2), 3 and 15]

Serial No.	Designation of the post	Number of posts		Total	Scale of pay (In Rupees)
		Permanent	Temporary		
1	2	3	4	5	6
1	Civil Wing Junior Engineer	679	279	958	Rs. 1,800—3,200 (ii) 2,200—3,900 (after eighteen years of regular service with designation of Extra Assistant Engineer)
2	Electrical Wing Junior Engineer	63	65	128	(i) 1,800—3,200 (ii) 2,200—3,900 (after eighteen years of regular service with designation of Extra Assistant Engineer)
3	Mechanical Wing Junior Engineer	35	20	55	(i) 1,800—3,200 (ii) 2,200—3,900 (after eighteen years of regular service with designation of Extra Assistant Engineer)
4	Horticulture Wing Junior Engineer	3	33	36	(i) 1,800—3,200 (ii) 2,200—3,900 (after eighteen years of regular service with designation of Extra Assistant Engineer)

GOVERNMENT OF PUNJAB

DEPARTMENT OF PUBLIC WORKS
(B & R-III BRANCH)

The 21st August, 2008

No. G.S.R.46/Const./Art.309/Amd.(1)/2008.—In exercise of the powers conferred by the proviso to 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, Department of Public Works (Building and Roads) Junior Engineers (Class-III) Service Rules, 1993, namely :—

1. (1) These rules may be called the Punjab, Department of Public Works (Building and Roads) Junior Engineer (Class-III) Service (1st Amendment) Rules, 2008.

(2) They shall come into force at once.

2. In the Punjab, Department of Public Works (Building and Roads), Junior Engineers (Class-III) Service Rules, 1993, in rule 8,—

(i) In sub-rule (1), in clause (A), for sub-clause (b), the following shall be substituted, namely :—

“(b) Twenty five per cent by promotion as under :—

(i) Fifteen per cent from amongst the following categories of employees working under the control of the Chief Engineer and who possess qualifications specified in sub-clause (a) above in the following ratio, namely :—

(a) Two per cent out of Road Inspectors;

(b) Six per cent out of Work Inspectors, Work Munshies/Mistries and Surveyors;

(c) Four per cent out of Draftsman and Junior Draftsmen;

(d) Two per cent out of Mortermates; and

(e) One per cent out of Project Junior Engineers.



(ii) Ten per cent from amongst the following categories of employees working under the control of Chief Engineer, who have completed ten years of service as such and who have passed the qualifying examination specified in rule 9 in the following ratio, namely :—

- (a) Four per cent out of Road Inspectors;
- (b) Four per cent out of Work Inspectors, Work Munshies/Mistries and Surveyors; and
- (c) Two per cent out of Mortermates.”

(ii) In sub-rule (2), for clause (I), the following shall be substituted namely :—

“(2) (i) The appointment by promotion under sub-clause (b) of Clause (A) of sub-rule (1) in a block of hundred vacancies shall be regulated in the order of the roster points specified as under :—

- (a) 7th and 67th vacancy will go to the category of persons specified in sub-item (a) of item (i);
- (b) 3rd, 20th, 36th, 53rd, 70th and 87th vacancy will go to the category of persons specified in Sub-item (b) of item (i);
- (c) 14th, 39th, 64th and 89th vacancy will go to the category of persons specified in sub-item (c) of item (i);
- (d) 27th and 97th vacancy will go to the category of persons specified in sub-item (d) of item (i);
- (e) 47th vacancy will go to the category of persons specified in sub-item (e) of item (i);
- (f) 10th, 27th, 61st and 94th vacancy will go to the category of persons specified in sub-item (a) of item (ii);
- (g) 22nd, 48th, 73rd and 98th vacancy will go to the category of persons specified in sub-item (b) of item (ii); and
- (h) 43rd and 78th vacancy will go to the category of persons specified in sub-item (c) of item (ii).”

KULBIR SINGH,

Secretary to Government of Punjab,
Department of Public Works (B&R).

