

[63]CHAPTER-18
PART-C

Chandigarh Union Territory Subordinate Courts Establishment
(Recruitment and General Conditions of Service) Rules, 1997

General: In exercise of the powers delegated by the Government of Punjab under the proviso to Article 309 of the Constitution of India, vide Punjab Government, Notification No. 1863-J-54/6816, dated 25th March, 1954 and all other powers enabling them in this behalf, the Hon'ble the chief Justice and Judges of the High Court of Punjab and Haryana are pleased to make with the previous approval of the Government of India, rules, regulating the recruitment, general conditions of service of persons appointed to class II,III and IV services in connection with the affairs of the Courts Subordinate to the High Court in the Union Territory of Chandigarh including Process Serving Establishment.

1. Short title Commencement and Application.-

- (i) These rules may be called the Chandigarh Union Territory Subordinate Courts Establishment (Recruitment and General conditions of Service) Rules, 1997.
- (ii) These rules shall come into force on such date of their publication in the official Gazette.
- (iii) These shall apply to all the posts in Class II,III and IV services on the establishment of the Courts subordinate to the High Court, in the Union Territory, Chandigarh.

2. Definitions:

In these rules, unless the context otherwise requires:

- (a) "Appointing authority" for the posts in the service other than Superintendent means the District and Sessions Judge of the District(s).
- (b) "Cadre" means the strength of a service or a part of a service as a separate unit and includes permanent and temporary post which has remained in existence for the last one year.
- (c) "District Establishment" means the employees working in the Sessions Division.
- (d) "Direct Appointment" means an appointment made otherwise than by promotion, transfer or by deputation.

- (e) "Government" means the Government of India.
- (f) "Ministerial servant" means a member of service whose duties are entirely clerical and any other class of service specially defined as such by general or special order by the High Court and shall include members of Class II and III service other than [deleted] Process Servers and Class IV employees.
- (g) "Recognised University or institution" means:-
- (i) any university or institution incorporated by law in any of the State of India; or
 - (ii) any other university or institution which is declared by the Government to be a recognized university or institute.
- (h) "Service" means members of class II, class III and class IV as detailed in Schedule I to these rules.
- (i) "Union Territory" means Union Territory of Chandigarh.

3. The Service shall comprise the posts as shown in Schedule I to these rules from time to time.

4. Nationality, Domicile and Character of persons appointed to the Service:

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

- (a) a citizen of India; or
- (b) a citizen of Nepal; or
- (c) a citizen of Bhutan; or
- (d) a Tibetan refugee who came over to India before 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 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 person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of India in the Department of Home Affairs and Justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the appointing authority, on his furnishing proof that he has applied for the certificate but he shall not be appointed to the service unless the necessary certificate is given to him by the Government 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 certificates 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 was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from a service of any State Government or of Government of India or of any public sector undertaking.

5. Disqualification:

No person:-

- (a) who has entered into or contracted a marriage with a person having a spouse living or;
- (b) 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 High Court, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage may exempt any person from the operation of this rule.

6. Age:

- (1) 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 in the case of non-technical posts and thirty-three years in the case of technical posts on the 1st day of January of the year immediately preceding the last date fixed for submission of applications by the appointing authority or unless he is within such range of minimum and maximum age limits as may be specifically fixed by the Chandigarh Administration from time to time:

Provided that where different lower and upper age limits have been specifically prescribed for posts in the service rules, these limits shall be made applicable for appointment to such posts;

Provided further that the upper age limit may be relaxed upto forty-five years in the case of persons already in the employment of the Punjab/Haryana Government, other State Government or the Government of India, High Court, other Subordinate Courts and Union Territory, Chandigarh.

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

(2) In the case of ex-servicemen the upper age limit shall be such as has been prescribed by the Government from time to time.

(3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time.

7. Mode of Appointment and Qualifications to the Posts:

Class-II:

(i) Superintendent:

Post of Superintendent to District and Sessions Judge shall be in State Cadre and shall be filled up by the High Court by selection from amongst graduate Superintendents, Grade-II, Judgment Writers (Senior Grade), Assistants, Judgment Writers (Junior Grade) and Stenographers who are not below 40 years of age as on the date on which applications are invited. Preference will, however, be given to Law Graduates;

Provided that the District and Sessions Judge concerned may make an officiating appointment to the post of Superintendent in a leave vacancy or otherwise for a period not exceeding three months or till regular appointment is made by the High Court subject to confirmation by the Hon'ble Judges of the High Court.

A select list of candidates for appointment as Superintendent to District and Sessions Judge shall be prepared/maintained by the High Court. This list shall contain only such number of candidates as can be absorbed within 2 years.

CLASS III:

(ii) [Stenographer Grade I :

Stenographer Grade I shall be appointed by promotion from amongst the Stenographers Grade II with three years experience on the basis of seniority-cum-merit.]

{Rule 7(ii) amended vide correction slip no. 72 Rules/II.D4. dated 30.07.2015}

(iii) Superintendent Grade-II:

Superintendent Grade II shall be appointed by promotion from amongst the Assistants with 3 years experience, on the basis of seniority-cum-merit.

(iv) [Stenographer Grade II:

Stenographer Grade II shall be appointed by promotion from amongst the Stenographers Grade III with three years experience on the basis of seniority-cum-merit.]

{Rule 7(iv) amended vide correction slip no. 72 Rules/II.D4. dated 30.07.2015}

(v) Assistants :

[Assistant shall be appointed by promotion from amongst the graduate Clerks, and; the Clerks already in service (before coming into force of these rules) having five years experience on the basis of seniority-cum-merit.

One post of Assistant shall be designated as Library Assistant and shall be filled up from amongst the B.Lib/M.Lib Clerks having two years experience on the basis of seniority-cum-merit. If no Clerk is found eligible for the post of Library Assistant; then the post shall be filled from amongst the Clerks on the basis of seniority-cum merit.]

{Rule 7(v) Substituted vide correction slip no. 64 Rules/II.D4. dated 26.09.2012}

(vi) [Stenographer Grade III (English).- Appointment to the post of Stenographer Grade III shall be made by direct recruitment from:

Candidates who possess a degree of Bachelor of Arts or Bachelor of Science or equivalent thereto from a recognized university and pass a test at a speed of 80 W.P.M. in English Shorthand and 20 W.P.M. in Transcription of the same and have proficiency in computers (Word Processing and Spread Sheets). The select list so prepared on the basis of merit shall remain in force for one year from the date of declaration of result.

(vi)(a) Stenographer Grade III (Hindi) : Appointment to the post of Stenographer Grade III shall be made by direct recruitment from:

Candidates who possess a degree of Bachelor of Arts or Bachelor of Science or equivalent thereto from a recognized university and pass a test at the speed of 35 W.P.M. in Hindi Shorthand and 20 W.P.M. in Transcription of the same. The select list so prepared on the basis of merit shall remain in force for one year from the date of declaration of result.]

{Rule 7(vi) & (vi)(a) amended vide correction slip no. 72 Rules/II.D4. dated 30.07.2015}

[Note. The Stenographers may be permitted to switch over to ministerial/supervisory cadre after they have completed a minimum period of ten years service subject to the condition that the option once exercised shall not be revoked.]

{Note. added vide correction slip no. 72 Rules/II.D4. dated 30.07.2015}

(vii) Clerks :

Appointment to the post of Clerk shall be made in the ratio of 90% in case of direct recruitment and 10% by way of promotion.

Appointment to the post of Clerk shall be regulated as under:-

(a) No candidate for direct recruitment shall be eligible to apply for the post of Clerk unless he holds a degree of Bachelor of Arts or Bachelor of Science or equivalent thereto from a recognised university and has passed Matriculation examination with Hindi/Punjabi as one of the subject.

(b) Candidates shall have to take a written examination in the following subjects:-

Sr. No.	Subject	Max. Marks	Qualifying Marks
1.	English Composition	50	33%
2.	General Knowledge	50	33%

(c) No candidate shall be considered for appointment unless he obtains 40% marks in aggregate in the written examination and ^[65][having proficiency in operation of computers.]

(d) Select list of successful candidates in order of merit shall be prepared as a result of competitive examination which shall remain in force for one year from the date of declaration of the result.

(e) 10% vacancies in the cadre of Clerks shall be filled up by promotion from amongst the Bailiffs, Process Servers, Daftri and Record Lifter possessing minimum Matric qualification or equivalent thereto having 5 years service as such subject to ^[65][having proficiency in operation of computers.]

(viii) Bailiffs:

Bailiffs shall be appointed by promotion from amongst Process Servers with 3 years experience, on the basis of seniority-cum-merit.

(ix) Driver:

Appointment to the Post of Driver shall be made by direct recruitment. The candidate should possess following academic qualifications/requirements:-

- (i) the candidate should be atleast middle pass with Punjabi/Hindi as one of the subject.
- (ii) he should possess a valid licence for L.T.V.
- (iii) he should not have been convicted of any offence for negligent driving and should have a minimum of two years experience of driving of car.

CLASS IV

(x) Process Servers:

Appointment to the post of Process Servers shall be made in the manner hereinafter provided:-

- (a) 50% by direct recruitment, (b) 50% from amongst class IV employees having 3 years experience:

Provided that no candidate shall be eligible for appointment/promotion unless he is a matriculate with knowledge of Hindi and Punjabi.

(xi) Daftri, Usher, Record Lifter:

Daftri, Ushers, Record Lifters shall be appointed by promotion from amongst peons working in the District Establishment on the basis of seniority-cum-merit.

(xii) Peon:

Appointment to the post of Peon shall be made by the District and Sessions Judge or his delegates by:-

- (i) direct appointment from candidates who have passed Middle standard examination and possess knowledge of Hindi/Punjabi.
- (ii) by transfer from any other Sessions Division with the permission of the High Court.

Explanation to Rule 7:

- (i) District and Sessions Judge shall determine mode of inviting applications for the posts in the service where direct recruitment is to be made in consultation with the Chief Justice or by the Judge nominated by him by a general or special order.

- (ii) A member of service rendered surplus for any reason shall have a right for re-appointment on availability of a vacancy on the principle of last go first come.

(iii) Reservation:

The policy as framed by Government for the reservation of post for member of the Scheduled Castes, Scheduled Tribes, other Backward Classes, Physically handicapped and Ex-servicemen shall be applicable to the member of the service at the stage of initial recruitment:

Provided that where no candidate of reserved category is available then appointment be made from general category.

8. Probation of Persons Appointed to service:

- (1) Persons appointed to any post in the service shall remain on probation for a period of two years, if recruited by direct appointment and one year in the case of promotion, provided that-
 - (a) Period spent on deputation on a corresponding or a higher post shall count towards the period of probation;
 - (b) In the case of an appointment by transfer any period of work on an equivalent or higher rank period to appointment to the service may in 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.
- (2) If, in the opinion of the appointing authority the work or conduct of a member of service during the period of probation is not satisfactory, it may-

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.

If appointed otherwise:-

- (i) revert him to his former post; or deal with him in such other manner as the terms and conditions of the 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.
- (ii) Confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy.

OR

declare that he has completed his probation satisfactorily if there is no permanent vacancy:

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

9. SENIORITY OF MEMBERS OF SERVICE:

The Seniority *inter se* of members in each cadre of the service shall be determined by the length of continuous service on a post of the same category in that cadre:

Provided that in the case of members appointed by direct appointment seniority shall be determined in the order of merit in which they are selected for appointment and persons appointed as a result of an earlier selection shall be senior to those appointed as a result of subsequent selection:

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

- (a) a member appointed by direct appointment shall be senior to a member appointed otherwise;
- (b) a member appointed by promotion shall be senior to a person appointed by transfer; and
- (c) in the case of members appointed by promotion or transfer, seniority shall be determined according to the seniority of such members in the cadre from which they were promoted or transferred; and
- (d) in the case of members appointed 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 their length of service in these appointments and if the length of such service is also the same, the elder in age shall be senior to the younger.

Note 1.- This rule shall not apply to members appointed on purely *ad hoc* basis.

Note 2. In the case of members whose period of probation is extended under rule 8 the date of appointment for the purpose of this rule shall be deemed to have been deferred to the extent the period of probation is extended.

Note 3. In the case of the two candidates possessing equal merit as a result of competitive test and they are placed in a bracket the older in age shall be senior to the younger.

10. LIABILITY OF SERVICE TO TRANSFER:

A member of a service may be transferred to any post:

- (1) Within the Sessions Division, by the District and Sessions Judge.
- (2) Every member of the service shall be liable to transfer under the orders of the Chief Justice anywhere within the state of Punjab.
- (3) On his written request, anywhere within the State by the High Court, if post is available subject to the following conditions:-

(a) That he will not claim any seniority over and above the officials already working in the cadre of the Sessions Division to which he is seeking transfer.

(b) No. T.A./D.A. will be permissible and he will not avail joining time. Provided that official has put in at least 5 years of service in the Sessions Division in which he is initially appointed:

Provided that High Court in a given case may relax the requirements of condition of 5 years service.

11. LEAVE, PENSION AND OTHER MATTERS:

In respect of pay, leave, pension, superannuation and all other matters nor expressly provided for in these rules, a member of the service shall be governed by such rules and regulations as framed by the State Government. The instructions issued by the State Government from time to time shall apply after their due adoption by the Chief Justice.

12. DISCIPLINE AND PUNISHMENT:

- (1) General order regarding discipline etc :

Whenever any official/officer is personally interested in a case to be heard by the Court of which he is attached, he must bring this fact to the notice of the Presiding Officer.

(2) Punishment:

(1) The following penalties may for good and sufficient reasons be imposed upon members of the service working in the Sessions Division, by the authority as specified in Rule 14.

- (i) Censure;
- (ii) Withholding of his promotion;
- (iii) recovery from pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of orders;
- (iv) withholding of increment of pay without cumulative effect;
- (iv-A) withholding of increment of pay with cumulative effect;
- (v) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the future increments of his pay;
- (vi) reduction to a lower time scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time-scale of pay, grade, post or service from which he was reduced, with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service.
- (vii) Compulsory retirement;
- (viii) removal from service which shall not be a disqualification for future employment under the Government;
- (ix) dismissal from service which shall ordinarily be a disqualification for future employment under the Government.

Note 1.- Penalties mentioned at Sr. No. (i) to (iv) shall be termed as 'minor penalties' whereas from Sr. No. (iv-A) to (ix) are to be termed as 'minor-penalties';

Note 2.- In the matter of procedure for imposing any of the above penalties a member of a service will be governed by Punjab Civil Services (Punishment and Appeal) Rules, 1970.

13. PUNISHING AUTHORITY:

(i) The District and Sessions Judge may impose on a member of Class II Service any of the minor penalties specified in rule 12(2) as amended from time to time.

(ii) The Chief Justice of the High Court or Judge nominated by him in this behalf may impose any of the penalties specified in rule 12(2) on a member of Class-II service.

(iii) The District and Sessions Judge may impose any of the penalties specified in rule 12(2) of these rules on a member of class III and IV of the service.

14. APPEAL:

Appellate Authority:

(1) An appeal shall lie to the High Court against order of a District and Sessions Judge imposing any penalty and such appeal may be disposed of by the Chief Justice or a Judge nominated by him in this behalf.

(2) An appeal shall lie to a Division Bench of the High Court against an order of the Chief Justice or of a Judge imposing any of the penalties on members of Class II service.

A. Orders against which no appeal lies :

Notwithstanding anything contained in these rules, no appeal shall lie against:-

- (i) Any order of interlocutory nature to step-in-aid of the final disposal of a disciplinary proceedings.
- (ii) any order passed by an inquiring authority in the course of an inquiry held under Punjab Civil Services (Punishment and Appeal) Rules, 1970.

B. Subject to the provisions of rule 14-A, a member of service may prefer an appeal against all or any of the following orders, namely:-

- (i) an order of punishment passed by the District and Sessions Judge inflicting penalties mentioned in rule 12(2) IV A to IX.
- (ii) an order of substantive appointment by promotion or otherwise to a permanent and pensionable post.
- (iii) an order of temporary appointment which is to last more than 3 months or has in fact lasted more than 3 months.

C. (i) Persons appealing to the High Court under this rule shall do by petition, Such petition, accompanied by a copy of the order complained against, shall be presented to the District and Sessions Judge who passed the order within 45 days of the date of such order (the period between the date of application of the copy and the date on which it is supplied being excluded):

Provided that the appellate authority may entertain the appeal after the expiry of the said period, if it is satisfied that the appellant had sufficient cause for not preferring the appeal in time.

(ii) The District and Sessions Judge will forward the petition to the Registrar of the High Court without unnecessary delay along with his parawise comments thereon.

D. After reading the petition, the High Court may either:-

(i) reject it without hearing the petitioner after passing a speaking order; or

(ii) hear the petitioner, and in cases where other persons are held to be concerned in the subject of the petition, such other persons in open court:-

E. While disposing of an appeal against order under this rule or any penalty specified in rule 12, the High Court shall consider:-

(i) Whether the facts on which the order was based have been established;

(ii) whether the facts established afford sufficient ground for taking action; and

(iii) whether the penalty is excessive, adequate or inadequate and after consideration shall pass such order as it thinks proper:

Provided that no penalty shall be increased unless opportunity is given to the person concerned to show cause why such penalty should not be increased.

F. The District and Sessions Judge from whose order the appeal is preferred under these rules shall give effect to any order made by the High Court.

G. Nothing in these rules shall debar the High Court from altering, if deemed fit, any order of punishment or appointment not provided for above which may be passed by the District and Sessions Judge in respect of member of service, when an aggrieved person, petitions or otherwise, District and Sessions Judge should not, therefore, withhold any petition addressed to the High Court whether an appeal lies to it in the case or not under these rules. In a case in which no appeal lies, the District and Sessions Judge should forward it without any comments and relevant documents unless he wishes to do so or is so required by the High Court. Petitioners are forbidden to attend personally at the High Court unless summoned to do so. Order on their petition will be communicated to them through the District and Sessions Judge concerned.

15. LIABILITY FOR VACCINATION AND RE-VACCINATION:

Every member of the service shall get himself vaccinated or re-vaccinated when the High Court so directs by a special or general order.

16. OATH OF ALLEGIANCE:

Every member of service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

17. DEBARRING FOR CONSIDERATION FOR PROMOTION OF A GOVERNMENT EMPLOYEE WHO REFUSES TO ACCEPT PROMOTION:

In the event of refusal to accept promotion by a member of service he shall be debarred by the appointing authority for consideration for promotion for all the consequent chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided if the appointing authority in the event of refusal to accept promotion by member of a service is satisfied that the refusal is not in the interest of administration may notwithstanding such refusal promote him:

Provided that in a case, where the appointing authority is satisfied that a member of a service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded in writing from the operation of this rule.

18. POWER TO RELAX:

Where the District and Sessions Judge is satisfied that the operation of any rule causes undue hardship in any particular case, he may by order subject to the confirmation by the Chief Justice dispense with or relax the requirement of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner provided that the case is not dealt with in a manner less favourable to the officer or official concerned than in accordance with the rules.

19. REPEAL AND SAVING:

The rules framed by the High Court under Section 35(3) of the Punjab Court's Act, 1918 for subordinate services attached to Civil Courts other than the High Court incorporated in Chapter 18-A of the Rules and Orders of the High Court, Volume I and the rules relating to the appointment and control of clerks of court (now Superintendents) to the District and Sessions Judge framed by the High Court in 1947 in exercise of the powers delegated to it by the Governor of Punjab under Section 241 of the Government of India Act, 1935 are hereby repealed:

Provided that such repeal shall not except as otherwise expressly provided in these rules-

- (i) affect the previous operation of any order or decision given under the rules so repealed or anything duly done or suffered thereunder; or
- (ii) affect any right, privilege, obligation incurred thereunder.

20. INTERPRETATION:

If any question arises as to the interpretation of these rules, the Chief Justice or a Judge nominated by him in this behalf shall decide the same, and the decision shall be final.

SCHEDULE

Statement showing the posts with different proposed nomenclature in the
Subordinate Courts with Pay Scale

Sr. No.	Post	Old Scale	Revised Pay Scale
	CLASS II:	(Rs.)	(Rs.)
1.	Superintendent to District and Sessions Judge	2,200-4,000	7,220-11,660
	CLASS III:		
2.	Superintendent Grade-II	2,000-3,500+100 (Spl. Pay)	6,400-10,640
3.	Judgment Writer (Sr. Scale) to District & Sessions Judge/Addl. District Judge	2,000-3,500+100 (Spl. Pay)	6,400-10,640
4.	Reader to District and Sessions/Judge/Addl. District and Sessions Judge	2,000-3,500+100 (Spl. Pay)	6,400-10,640
5.	Judgment Writer (Jr. Grade) / Stenographer	1,800-3,200+80 (Spl. Pay)	5,800-9,200
6.	Reader to Senior Sub Judge/Addl. Senior Sub Judge Chief Judicial Magistrate Sub Judges English Clerk Copying Assistant Translator Record Keeper Addl. English Clerk Library Assistant Clerk of Court of Senior Sub-Judge Civil Nazir Record Keeper to Senior Sub-Judge	Assistant 1,800-3,200	5,800-9,200
7.	Steno-Typists	1,020-1,800	3,330-6,200
8.	Ahlmad Addl. Ahlmad Inspection Clerk Copyist Record Clerk Copying Clerk Library Clerk Leave Reserve Clerk G.P.F. Clerk Typist Naib Nazir Madad Naib Nazir Execution Clerk Fine Clerk Summary Clerk Malkhana Nazir Asstt. Nazir Asstt. Malkhana Nazir	Clerk 950-1,800	3,120-5,160

9.	Bailiff	960-1,800	3,120-5,160		
10.	Driver	1,020-2,130+150 (Spl. Pay)	3,330-6,200		
11	CLASS-IV:				
	(i) Daftri	800-1,455	} 2,720-4,260		
	(ii) Usher	800-1,455+40(Spl. Pay)			
	(iii) Record Lifter	800-1,455			
	(iv) Process Server	800-1,455			
	(v) Peon Waterman Orderly Library Peon Mali-cum-Chowkidar Peon-cum-Driver	} Peon 750-1,410 (initial start Rs. 770)	} 2,520-4,140 (with a minimum start of Rs. 2,620)		
	Orderly Addl. Peon Record Peon Malkhana Peon Malkhana Chowkidar				
	(vi) Mali			750-1,410 (initial start Rs. 770)	2,520-4,140 (with minimum start of Rs. 2,620)
	(vii) Chowkidar			750-1,410 (Spl. Allowance Rs. 200(initial Start Rs. 770)	2,520-4,140
	(viii) Sweeper			750-1,410 (initial start Rs. 770/-)	2,520-4,140
