

FUNDAMENTAL RULES

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GIST			
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Rules Omitted / cancelled : 2-A , 4 ,5,21,32,34,38,41,42,43,56,57,109,118

Chapter 10 i.e, Leave is brought out seperatley in TS Leave Rules

Annexture 1 to 8 (Authorized course of training and serive register etc)

Appendices A to D (Regulararation of age and alteration of date of birth)

ORIGIN & APPLICABILITY (FR1 , FR2 & FR3)

- ⦿ Civil Service delegation rules 1926
- ⦿ Come into force with effect from 1-1-1922
- ⦿ All Government servant who are paid from the consolidated fund of the state.
- ⦿ Not applicable to the contingent workers
- ⦿ Not applicable to Army and Marine services (FR3)
- ⦿ Government have power to declare to apply any other class of employees

INTERPRETATION-DELEGATION- RELAXATION-MODIFICATION

- The power of relaxation vested with Govt (FR5)
- Govt only delegate the powers to the sub-ordinate (FR6)
- Concurrence of finance is required for delegation (FR7)
- HOD cannot relax, delegate without approval of govt .
- The power of interpretation vested with Govt (FR8)

DEFINITIONS (FR9)

- Cadre
- Duty
- month
- temporary post , permanent post, tenure post
- Pay , time scale of pay , identical scale
- HOD's (1 to 79)
- Lien

IMPORTANT ASPECTS OF SERVICE

- Medical certificate of health (FR10)
- Appointment (FR12)
- Lien (FR13 & FR14)
- Drawal of pay and allowances (FR17)
- Leave (FR18)
- Dies -Non (FR18)
- Deemed to Resigned from service (FR18A)

PAY FIXATIONS

- ⦿ New Appointment (FR22(b))
- ⦿ Promotion (FR22(a)i) & (FR22(B))
- ⦿ Conversion (FR22(a)ii)
- ⦿ Reversion on request (FR22(a)iii)
- ⦿ Directly appointment to new post (FR22(a)iv)
- ⦿ Automatic advancement scheme (FR22(a)i) –Read with (FR31 (2))
- ⦿ Reversion as a measure of penalty (FR28)
- ⦿ Reduction of pay (FR29)
- ⦿ Revised pay scales
- ⦿ Reappointment

INCREMENTS (FR24 & FR26)

- Increment shall ordinarily be drawn unless it is withheld
- Conduct shall be good and work shall be satisfactory
- Orders must be issued for stoppage of increments
- Increments certificate should be enclosed in Form 49 by DDO
- All duty and leave with allowances shall count
- HOD empowered to count EOL on MC up to 6 months
- Govt is empowered to count EOL on MC above 6 months

INCREMENTS CONTD....

- Service in higher post is count for release increment in lower post
- Period of suspension , EOL on private affairs are not count for increment .
- Increment will be drawn from the first day of the month in which it falls due .
- Increments falls due on the day following retirement allowed notionally
- Pre-mature increments shall be sanctioned by govt only (FR27)

COMBINATION OF APPOINTMENT F.A.C(FR49)

- For equal and Higher post
- Class IV employees, Record Assistant and Drivers are prohibited
- It is not more than two independent posts at one time
- HOD is competent up to 3 months
- Govt(Administrative Dept) is permitted up to 6 months
- Cannot appoint with retrospective effect
- Not admissible to newly created post
- Handed over , Taken over shall be done
- Corporation/ Societies employees not permitted to govt post
- Minimum period is 14 working days

COMBINATION OF APPOINTMENT CONTD...

- 1/5th of pay and allowances for 3 months
- 1/10th of pay and allowances for 4-6 months
- Minimum period for current duties 30 days
- For current duties 1/10th of pay and allowances for 1-6 months
- Probationers and temporary Govt servants are eligible
- Ceilings should be absorbed while payment of HRA , CCA
- Suspension vacancy may kept

DISMISSAL/REMOVAL (FR52)

- Payment of pay and allowances ceased from the date of order
- As per the procedure in CCA rules action should be taken
- The dismissal from service disqualifies future employment
- If removed from service not disqualifies future employment

SUSPENSION/ SUBSISTENCE ALLOWANCE (FR53 & FR54)

- Under public interest Govt servant may placed under suspension
- Rule 13 of CCA rules deals with procedure of suspension
- Temporary employee may be discharged to duties instead of suspension
- Competent authority should issue orders
- It should be a prospective effect
- Illegal suspension is automatically considered as duty
- Suspended employee should sanction Subsistence allowance
- Subsistence allowance is equal to half pay
- Certificate of non employment have to be submitted
- If Employee died under suspension , the entire period is treated as a duty
- If Acquitted on the benefit of doubt period cannot be treated as duty .

SUSPENSION/ SUBSISTENCE ALLOWANCE CONTD...

- Arrears of subsistence allowance shall be paid
- Enhanced DA shall be paid
- Prompt payment of subsistence allowance otherwise disciplinary action shall be initiated against the concerned officer
- Leave cannot be sanctioned
- Income tax , HR , Loans, GIS, TSGLI shall be recovered . GPF is optional
- CPS subscription cannot be deducted .
- Non duty period may be treated as entitled leave
- If dismissed/Removed the arrears if any shall be paid up to the date of termination.

JOINING TIME (FR105 TO FR108)

- The time allowed to Govt servant to join a new post is called a joining time
- Compulsory wait and joining time allowed
- Maximum 30 days
- 6 days for preparation 1 day for Journey if distance is below 500 KM
- 6 days for preparation 2 days for Journey if distance is above 500 KM
- When holidays follows joining time , time is extended.
- Joining time plus leave allowed
- Transferred during vacation joining time allowed after vacation
- Only one day joining time allowed if residence is not changed
- It is count for increment
- Duty salary shall be paid

FOREIGN SERVICE (FR110)

- The pay will be paid other than consolidated fund of the state
- Service to foreign department other than parent department is called as deputation
- No Govt servant transferred to foreign service against his/her will
- Only approved probationers will be transferred to foreign service
- Foreign employer should pay leave salary contribution and pension contribution
- Initially orders given for one year then it will be extended up to 3 years beyond 3 years up to 5 years Govt permission is required .
- Consolidated instructions on foreign service available in GO.No 10 Dt: 22-01-93
- SR of employee shall maintained by HOD / parent department.

MASTER SCALE 2020

Rs.19000 – 640 – 20920 – 660 – 22900 – 690 –
24970 – 720 – 27130 – 750 – 29380 – 830 – 31870 –
940 – 34690 – 1030 – 37780 – 1110 – 41110 – 1190 –
44680 – 1280 – 48520 – 1400 – 52720 – 1500 –
57220 – 1630 – 62110 – 1730 – 67300 – 1850 –
72850 – 1990 – 78820 – 2140 – 85240 – 2270 –
92050 – 2420 – 99310 – 2560 – 106990 – 2760 –
115270 – 2960 – 124150 – 3160 – 133630 – 3420 –
147310 – 3690 – 162070 (80).

JUNIOR ASSISTANT (2020)

Rs.24280 – 690 – 24970 – 720 – 27130 – 750 –
29380 – 830 – 31870 – 940 – 34690 – 1030 –
37780 – 1110 – 41110 – 1190 – 44680 – 1280 –
48520 – 1400 – 52720 – 1500 – 57220 – 1630 –
62110 – 1730 – 67300 – 1850 – 72850.

Q&A



THANK YOU