

HARYANA GOVERNMENT
ENVIRONMENT AND CLIMATE CHANGE DEPARTMENT

Notification

The 15th January, 2021

No. 2/1/2008-1Env. In exercise of the powers conferred by sub-section (3) and (3A) of section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974), and Sub-Section-(4) of Section-14 of Air (Prevention and Control of Pollution) Act, 1981, the Haryana State Pollution Control Board, with the approval of the State Government hereby makes the following regulations governing the recruitment and conditions of service of persons appointed to the Haryana State Pollution Control Board (Group A, B, C and D) Service, namely:-

PART- I GENERAL	
Short Title and Commencement	<p>1. (i) These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021.</p> <p>(ii) They shall come into force on the date of their publication in the Official Gazette.</p>
Definitions	<p>2. In these regulations, unless the context otherwise requires.-</p> <p>(a) "Board" means the Haryana State Pollution Control Board constituted under the Water (Prevention and Control of Pollution) Act, 1974 (Act No. 6 of 1974) and Sub-Section-(4) of Section-14 of Air (Prevention and Control of Pollution) Act, 1981;</p> <p>(b) "Chairman" means the Chairman of the Board;</p> <p>(c) "Member Secretary" means the Member Secretary of the Board.</p> <p>(d) "Commission" means the Haryana Public Service Commission or the Haryana Staff Service Selection Commission, as the case may be;</p> <p>(e) "Cooling period" means the period of two years which a Government employee or employee of Central Pollution Control Board has to work in leading department or Central Pollution Control Board after his return from deputation in Haryana Pollution Control Board.;</p> <p>(f) "Deputation" means appointment of an employee of Government of Haryana or Central Pollution Control Board in Haryana State Pollution Control Board for a limited period with specific terms and conditions.;</p> <p>(g) "Direct recruitment" means an appointment made, otherwise than by promotion from within the Service or, by transfer of an officer/official already in the service of the Government of India or any State Government;</p> <p>(h) "Government" means the Haryana Government in the Administrative Department;</p> <p>(i) "Institution" means:-</p> <p style="padding-left: 20px;">(i) any institution established by law in force in the State of Haryana; or</p> <p style="padding-left: 20px;">(ii) any other institution recognized by the Government for the purpose of these regulations;</p> <p>(J) "Recognized University" means,-</p> <p style="padding-left: 20px;">(i) any University/ Institute incorporated by law in India;</p> <p style="padding-left: 20px;">(ii) any other University/ Institute which is declared by the Government to be recognized university for the purpose of these regulations;</p> <p>(k) "Reputed Institute"- means Government, Semi Government or Public Sector Undertaking.</p> <p>(l) "Administrative Secretary" means the Additional Chief Secretary or Principal Secretary to Government of Haryana, Environment and Climate Change Department;</p> <p>(m) "Service" means the Haryana State Pollution Control Board (Group A, B, C and D) Service.</p>

PART-II-RECRUITMENT TO SERVICE CENTRE	
Numbers and Character of posts	3. The Service shall comprise the posts shown in Appendix A to these regulations: Provided that nothing in these regulations shall affect the inherent right of the Board to make additions to, or reductions in, the number of such posts or to create new posts with different designations and scales of pay, either permanently or temporarily.
Nationality, Domicile and Character of persons appointed to service	4. (1) No person shall be appointed to any post in the Service unless he is,- (a) a citizen of India; or (b) a subject of Nepal; or (c) a subject of Bhutan; or Provided that a person belonging to any of the categories (b) or (c) shall be a person in whose favour a certificate of eligibility has been given by the Government. (2) A person in whose case a certificate of eligibility is necessary, may be admitted to an examination or interview, conducted by the Commission or any other recruiting authority but the offer of appointment may be given by only after the necessary eligibility certificate has been issued to him by the Government. (3) No person shall be appointed to any post in the Service by direct recruitment unless he produces a certificate of the Character from the Principal, Academic Officer of the university, college, school or institution, last attended, if any, and similar certificate from two other responsible persons, not being his relatives, who are well acquainted with him in his private life and are unconnected with the university, college, school or Institution.
Age	5. No person shall be appointed to any post in the Service by direct recruitment, who is less than Eighteen years or more than Forty –Two years of age, on the date or as specified by the Government from time to time. Provided that,- (a) in case of a person belonging to Scheduled Caste, Scheduled Tribe, Backward Class, Ex- Serviceman and differently abled persons and others the upper age limit shall be such as prescribed by the Government from time to time; and (b) in case of candidates possessing the requisite qualifications who are already in the service of Government/Board/Corporation, the upper age limit shall be such as prescribed by the State Government from time to time
Appointing Authority	6. Appointment to the posts in the Service shall be made by the authorities as specified in column 3 of the Appendix C to these regulations.
Qualifications and Experience	7. No person shall be appointed to any post in the Service, unless he is in possession of qualifications and experience specified in column 3 of Appendix B to these regulations in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of appointment other than by direct recruitment.
Disqualifications	8. 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 any post in 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 there are other grounds for so doing, exempt any person from the operation of this rule.
Method of Recruitment	9. (1) Recruitment to the Service shall be made,- Group-A (a) In the case of Senior Environmental Engineer: (a) By Promotion from amongst Environmental Engineers. (b) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.

- (b) In the case of Senior Scientist:
- (i) 2 posts by promotion from amongst Scientist 'C'.
 - (ii) 2 posts through deputation for Data and Analytics Cell
 - (iii) 5 posts through deputation;
 - (a) One expert of Air Quality
 - (b) Four expert of Water Quality, Waste Management, Nature Conservation and Toxicology.
- (c) In the case of Environmental Engineer,-
- (i) 100% by promotion from amongst Assistant Environmental Engineer; and
 - (ii) By deputation of an officer already in the service of the State Government or the Government of India;
- (d) In the case of Scientist C.-
- (i) 100% by promotion from amongst Scientist B; and
 - (ii) By deputation of an officer already in the service of the State Government or the Government of India;
- (e) In the case of District Attorney:-
On deputation from Prosecution Department of Haryana;
- (f) In the case of Development Team Leader:-
On deputation from Information Technology Department, Haryana;

GROUP-B

- (g) In the case of Senior Accounts Officer:-
On deputation from Finance Department of Haryana
- (h) In case of Accounts Officer:-
On deputation from Finance Department of Haryana
- (i) In the case of Administrative Officer,-
- (i) By promotion from amongst Superintendent/Private Secretary; or
 - (ii) By transfer, an officer already in the service of State Government.
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.
- (j) In the case of Scientist B -
- (i) 50% by promotion from amongst Senior Scientific Assistants; and
 - (ii) 50% by direct recruitment; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.
- (k) In the case of Assistant Environmental Engineer,-
- (i) 75% by direct recruitment; and
 - (ii) 25% by promotion from amongst Junior Environmental Engineer; or
 - (iii) By deputation of an officer already in the service of State Government or the Government of India;
- (l) In the case of Tehsildar:-
On deputation from Revenue Department of Haryana;
- (m) In the case of Deputy District Attorney:-
On deputation from Prosecution Department of Haryana.
- (n) In the case of Software Developer,-
- (i) By Promotion from amongst Junior Software Developer; or
 - (ii) By transfer or deputation;
- (o) In the case of Superintendent,-
- (i) By promotion from amongst Deputy Superintendent /Assistant/Accountant;

- (ii) By transfer, an official already in the service of State Government or the Government of India.
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Govt. from time to time.
- (p) In the case of Private Secretary,-
- (i) By promotion from amongst Personal Assistants; or
- (ii) By transfer, an official already in the service of State Government or the Government of India.
- (iii) By deputation of an officer already in the service of State Government or the Government of India;
- (q) In the case of Assistant District Attorney:-
On deputation from Prosecution Department of Haryana;
- (r) In the case of junior software developer:
On Deputation from Information Technology Department, Haryana.
- Group-C**
- (s) In the case of Section Officer (Accounts):-
On deputation from Finance Department of Haryana
- (t) in the case of Deputy Superintendent,-
- (i) By promotion from amongst Assistants/Accountants;/or
- (ii) By transfer, an official already in the service of State Government or the Government of India.
- (iii) on deputation for fixed term on usual terms and conditions as prescribed by Govt. from time to time.
- (u) In the case of Personal Assistant:-
- (i) By promotion from amongst Senior Scale Stenographer; or
- (ii) By transfer, an official already in the service of State Government or the Government of India.
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.
- (v) In the case of Senior Scientific Assistant,-
- (i) 75% by promotion from amongst Junior Scientific Assistant; and
- (ii) 25% by direct recruitment; or
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (w) In the case of Junior Environmental Engineer,-
- (i) By direct recruitment; or
- (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (x) In the case of Statistical Assistant,-
- (i) By Direct Recruitment; or
- (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (y) In the case of Junior Scientific Assistant,-
- (i) By direct recruitment; or
- (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (z) In the case of Assistant,-
- (i) By promotion from amongst the Clerks/Steno- typists/Accounts Clerks; or
- (ii) By transfer, an official already in the service of any State Government or the Government of India.
- (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;

- (aa) In the case of Accountant,-
- (i) 50% by promotion from amongst the Accounts Clerks/Clerks; and
 - (ii) 50% by direct recruitment; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (ab) In the case of Senior Scale Stenographer,-
- (i) by promotion from amongst Junior Scale Stenographers; or
 - (ii) By transfer, an officer already in the service of State Government or the Government of India.
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (ac) In the case of Driver,-
- (i) by direct recruitment; or
 - (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (ad) In the case of Junior Scale Stenographer,-
- (i) 75% by promotion from amongst the Steno-typists; and
 - (ii) 25% by direct recruitment; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (ae) In the case of Accounts Clerk,-
- (i) 50 % by promotion from amongst Clerks; or
 - (ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (af) In the case of Steno-typist,-
- (i) 75% by direct recruitment; and
 - (ii) 25% by promotion from amongst the Clerks; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (ag) In the case of Clerk,-
- (i) 80% by direct recruitment; and
 - (ii) 20% by promotion from amongst Group C or Group D employees whose scale of pay and responsibility is less than that of a Clerk; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (ah) In the case of Laboratory Attendant,-
- (i) 80% by promotion from amongst Group D employees;
 - (ii) 20% by direct recruitment; or
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- Group-D**
- (ai) In the case of Senior Peon,-
- (i) By promotion amongst Peons; or
 - (ii) By transfer, an official already in the service of State Government or the Government of India.
 - (iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;
- (aj) in the case of Daftri,-
- (i) By promotion amongst Peons; or
 - (ii) By transfer, an official already in the service of State Government or the Government of India.

<p>State Eligibility Test in Computer Appreciation and Applications (SETC)</p>	<p>(iii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time;</p> <p>(ak) in the case of Peon,-</p> <p>(i) By direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p> <p>(al) in the case of Field Attendant,-</p> <p>(i) By direct recruitment; or</p> <p>(ii) On deputation for fixed term on usual terms and conditions as prescribed by Government from time to time.</p> <p>(2) All Promotions unless otherwise provided, shall be made on seniority-cum-merit basis and seniority alone shall not confer any right to such promotions.</p> <p>(3) Unless otherwise provided, when any vacancy occurs or is about to occur in the Service, appointing authority shall determine in what manner such vacancy shall be filled in.</p> <p>10. (i) Type test is substituted with the State Eligibility Test in Computer Appreciation and Applications (SETC) as a part of service requirements for Clerks, Steno-typists, Junior Scale Stenographers & Senior Scale Stenographers. State Eligibility Test in Computer Appreciation and Applications (SETC) shall be post requisite condition/qualification and all the newly recruited/appointed Clerks, Steno-typists, Junior Scale Stenographers and Sr. Scale Stenographers shall have to qualify SETC. Besides Steno-typists, Junior Scale Stenographers & Sr. Scale Stenographer shall have to qualify stenography.</p> <p>(ii) The candidate shall have to qualify the State Eligibility Test in Computer Appreciation & Application (SETC), to be conducted by HARTRON, within the probation period of 2 years, extendable by 1 year in case of direct recruitment. The candidate appointed against the aforesaid categories of posts in the group 'C' shall not be entitled to earn any increment in his/her pay scale till he/she qualifies the said test. The persons who are promoted to the post of Clerk, Junior or Senior Scale Stenographer shall also qualify the State Eligibility Test in Computer Appreciation and Applications (SETC) within the period of probation of one year extendable by one year if already not qualified failing which he/she will be reverted back.</p> <p>(iii) In case, any Clerk wishes to be exempted from SETC part-I (Computer knowledge test) they may acquire necessary computer knowledge certificate (mentioned in Govt. instructions No. 42/164/2008-3GS-II dated 7/11/2013 and even No. dated 22/9/2017) from the approved source / authorized agencies i.e. HARTRON, HKCL, NIELIT, etc.</p>
<p>Probation</p>	<p>11. (1) Persons appointed to any post in the Service shall remain on probation for a period of two years, if appointed by direct recruitment and one year, if appointed otherwise:</p> <p><u>Provided that,-</u></p> <p>(a) any period after such appointment spent on deputation on a corresponding or a higher post shall count towards the period of probation;</p> <p>(b) any period of work in equivalent or higher rank, prior to appointment to any post in the Service, may, in the case of an appointment by transfer, at the discretion of the appointing authority, be allowed to count towards the period of probation fixed under this regulation; and</p> <p>(c) any period of officiating appointment 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 regular post.</p> <p>(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may,-</p>

	<p>(a) if such person is appointed by direct recruitment, dispense with his services; and</p> <p>(b) if such person is appointed otherwise than by direct recruitment,-</p> <p>(i) revert him to his former post; or</p> <p>(ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.</p> <p>(3) On the completion of the period of probation of a person, the appointing authority may,-</p> <p>(a) if his work or conduct has, in its opinion, been satisfactory,</p> <p>(i) confirm such person from the date of his appointment, if appointed against the regular post; or</p> <p>(ii) confirm such person from the date of satisfactorily completion of probation period, if appointed against a temporarily vacancy.</p> <p>(b) if his work or conduct has, in its opinion, been not satisfactory,-</p> <p>(i) dispense with his service, if appointed by direct recruitment, if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of previous appointment permit; or</p> <p>(ii) extend his period of probation and thereafter pass such orders, as it could have passed on the expiry of the first period of probation:</p> <p>Provided that the total period of the probation including extension, if any, shall not exceed three years.</p>
Seniority.	<p>12. Seniority, inter-se of the members of the Service shall be determined by the length of continuous service on any post in the Service:</p> <p>Provided that where there are different cadres in the Service, the seniority shall be determined separately for each cadre:</p> <p>Provided further that in the case of a member appointed by direct recruitment, the order of merit determined by the Commission shall not be disturbed in fixing the seniority:</p> <p>Provided further that in the case of two or more members appointed on the same date, their seniority shall be determined as follows:-</p> <p>(a) a member appointed by direct recruitment shall be senior to a member appointed by promotion or by transfer;</p> <p>(b) a member appointed by promotion shall be senior to a member appointed by transfer;</p> <p>(c) in the case of member appointed by promotion or by transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and</p> <p>(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 the length of their service in the appointments, and if the length of such service is also the same, the older member shall be senior to the younger member.</p>
Liability to serve.	<p>13. (1) A member of the Service shall be liable to serve at any place, whether within or outside the State of Haryana, on being ordered so to do by the appointing authority.</p> <p>(2) A member of Service may also be deputed to serve under-</p> <p>(i) a company, an association or a body of individuals whether incorporated or not, which is wholly or substantially owned or controlled by the State Government, a Municipal Corporation, or a local authority, or University within the State of Haryana;</p>

	<p>(ii) the Central Government or a company, an association or a body of individuals, whether incorporated or not, which is wholly or substantially owned or controlled by the Central Government; or</p> <p>(iii) another State Government, an international organization, an autonomous body not controlled by the Government or a private body:</p> <p>Provided that no member of the Service shall be deputed to serve the Central or any State Government or any organization or body referred to in Clause (ii) or Clause (iii) except with his consent.</p>
Pay, leave, pension and other matters.	<p>14. (i) In respect of pay, leave, pension and all other matters not expressly provided for in these regulations, the members of the Service shall be governed by Haryana Civil Services Rules, 2016 and by such rules and regulations as may have been or may hereafter be, adopted or made by the competent authority under the Constitution of India or under any law for the time being in force made by the State Legislature:</p> <p>Provided that the Haryana Civil Services (Pension) Rules, 2016 shall not be applicable to those member of service who are appointed on or after the 1st January, 2006 (except death-cum- retirement gratuity and leave encashment).</p>
Discipline, Penalties and appeal.	<p>15. (1) In matters relating to conduct, disciplines, penalties and appeals, members of the Service shall be governed by the Haryana Civil Services (Conduct of government employees) Rules, 2016 & Haryana Civil Services (Punishment and Appeal) Rules, 2016, as amended from time to time:</p> <p>Provided that the nature of penalties which may be imposed, the authority empowered to impose such penalties and appellate authority shall, subject to the provisions of any law or rules made under article 309 of the Constitution of India, be such as are specified in Appendix C to these regulations.</p> <p>(2) The authority competent to pass an order under sub clause (1) above, shall be such as prescribed in Appendix C in to these regulations.</p>
Vaccination	<p>16. Every member of the Service, shall get himself vaccinated or revaccinated as and when the Government so directs by a special or general order</p>
Oath of allegiance	<p>17. Every member of the Service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established</p>
Power of relaxation.	<p>18. Where the Board is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these regulations with respect to any class or category of persons with the approval of the Government</p>
Special Provisions.	<p>19. Notwithstanding anything contained in these regulations, the appointing authority may impose special terms and conditions in the order of appointment, if it is deemed necessary to do so.</p>
Reservations.	<p>20. Reservation of appointments for posts for members of schedule castes/tribes, backward classes, ex-servicemen, sportsmen, and differently abled persons shall be made to the same extent as is made by the Govt. of Haryana from time to time, in the services under it.</p>
Repeal and savings.	<p>21. Any regulation applicable to the Service and corresponding to any of these regulations, which is in force immediately before the commencement of these regulations, is hereby repealed:</p> <p>Provided that any order made or action taken under the regulations so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.</p>

APPENDIX A

(see regulation 3)

Serial Number	Designation	Number of Posts	Scale of Pay
1	2	3	4
Group - A			
1.	Senior Environmental Engineer	6	Level 14 Rs. 118500-207900
2.	Senior Scientist	9	Level 14 Rs. 118500-207900
3.	Environmental Engineer	33	Level 11 Rs. 67700-191000
4.	Scientist C	10	Level 11 Rs. 67700-191000
5.	District Attorney	1	On deputation from Prosecution Department, Haryana in his own pay scale.
6.	Development Team Leader	1	Level 11 Rs. 67700-191000
Group - B			
7.	Senior Accounts Officer	1	On deputation from Finance Department, Haryana in his own pay scale.
8.	Accounts Officer	1	On deputation from Finance Department, Haryana in his own pay scale.
9.	Administrative Officer	1	Level 9 Rs. 53100-167800
10.	Deputy District Attorney	1	Deputy District Attorney or Assistant District Attorney on deputation from Prosecution Department, Haryana in his own pay scale. .
11.	Scientist B	40	Level 9 Rs. 53100-167800
12.	Assistant Environmental Engineer	92	Level 9 Rs. 53100-167800
13.	Software Developer	1	Level 9 Rs. 53100-167800
14.	Tehsildar	1	On deputation from Revenue and Disaster Management Department, Haryana in his own pay scale.
15.	Superintendent	4	Level 7 Rs. 44900-142400
16.	Private Secretary	2	Level 7 Rs. 44900-142400
17.	<i>Assistant District Attorney</i>	3	On deputation from Prosecution Department, Haryana in his own pay scale.
18.	Junior Software Developer	2	Level 7 Rs. 44900-142400
Group - C			
19.	Section Officer	1	On deputation from Finance Department, Haryana in his own pay scale.
20.	Deputy Superintendent	4	Level 6 Rs. 35400-112400
21.	Statistical Assistant	1	Level 6 Rs. 35400-112400
22.	Senior Scientific Assistant	7	Level 6 Rs. 35400-112400
23.	Junior Environmental Engineer	25	Level 6 Rs. 35400-112400
24.	Junior Scientific Assistant	10	Level 6 Rs. 35400-112400

25.	Personal Assistant	1	Level 6 Rs. 35400-112400
26.	Assistant	46	Level 6 Rs. 35400-112400
27.	Accountant	4	Level 6 Rs. 35400-112400
28.	Senior Scale Stenographer	4	Level 6 Rs. 35400-112400
29.	Junior Scale Stenographer	3	Level 4 Rs. 25500-81100
30.	Accounts Clerk	2	Level 4 Rs. 25500-81100
31.	Driver	17	Level 4 Rs. 25500-81100
32.	Steno-Typist	8	Level 2 Rs. 19900-63200 + Rs. 100 special pay
33.	Clerk	46	Level 2 Rs. 19900-63200
34.	Laboratory Attendant	10	Level 2 Rs. 19900-63200
Group-D			
35.	Senior Peon	2	DL Rs. 16900-53500
36.	Daftri	1	DL Rs. 16900-53500
37.	Peon	51	DL Rs. 16900-53500
38.	Field Attendant	22	DL Rs. 16900-53500
39.	Mali and Chowkidar	2	DL Rs. 16900-53500
40.	Sweeper	1	DL Rs. 16900-53500

APPENDIX B
(See regulation 7)

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP-A			
1	Senior Environmental Engineer	--	<p>By Promotion</p> <p>(i) Seven years' experience in the Board as Environmental Engineer or total 16 years experience as Environmental Engineer and Assistant Environmental Engineer subject to the condition that the candidate possesses regular full time degree in Engineering or its equivalent.</p> <p>(ii) By deputation Superintending Engineer working in State Government having prescribed qualification as in (i) above.</p>
2	Senior Scientist	--	<p>By Promotion (Two Posts)</p> <p>(i) Seven years experience in the Board as Scientist 'C' or total Sixteen years experience as Scientist- C & Scientist 'B' subject to the condition that the candidate possesses regular full time Degree and Post Graduate Degree in Science.</p> <p>By Deputation (Data & Analytics) (Two Posts):</p> <p>M.Sc. in Maths / Statistics / Physics / Operational Research with Post Graduate Diploma in Computer Science and Application or MCA/B.E. or B.Tech in Computer Science with Eight years experience as Programmer in Computer in Government Departments or Government Undertakings / Public Limited Company of repute. The certificate of reputation should be obtained / certified by the department of Information Technology, Haryana.</p> <p>Desirable: Candidate should have knowledge of Mobile software (IOS/ Android) and Web App development and on line data base management and latest IT application and networks.</p> <p>By Deputation (Five Posts):</p> <p>(Expert for Air Quality, Water Quality, Waste Management, Nature Conservationist, and Toxicologist):</p> <p>(i) Expert for Air Quality (One):</p> <p>Should be at the level of a Associate Professor with a PhD degree or its equivalent, fellowship in Air Quality Management, serving in a Government / Semi Government. Research Institute.</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
			<p>(ii) Expert for Water Quality (One): Should be at the level of Associate Professor having PhD Degree in Environmental Science/Life Science and allied discipline / Chemistry, Physics, Biotechnology, Microbiology / Master Degree in Engineering / Technology with fifteen years of experience in respective field.</p> <p>(iii) Expert for Waste Management (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship in Waste Management, serving in reputed research institute.</p> <p>(iv) Expert for Conservation (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship as Conservationist, serving in reputed research institute.</p> <p>(v) Expert for Toxicologist (One): Should be at the level of a Associate Professor with a completed PhD or its equivalent, fellowship in Toxicology, serving in reputed research institute.</p>
3	Environmental Engineer	--	<p>By Promotion At least Nine years' service as Assistant Environmental Engineer in the Board having qualifications of Regular full time degree of Bachelor in Engineering.</p> <p>By Deputation Masters in Engineering in first division in Civil/Chemical/ Environmental Engineering with at least Seven years' experience in the Central Pollution Control Board or any equivalent post in Government.</p> <p style="text-align: center;">OR</p> <p>Regular full time Bachelor in Engineering in first division in Civil/Environmental/Chemical Engineering with at least Nine years experience in the Central Pollution Control Board or any equivalent post in Government.</p>
4	Scientist- C	--	<p>By Promotion At least Nine years' service in the Board as Scientist B having minimum M.Sc. qualification.</p> <p>By Deputation Ph.D in Chemistry/ Environmental Science (with Degree in Science) / Microbiology/ Biochemistry/ with Seven years' experience in</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
			the Central Pollution Control Board or any equivalent post in Government. OR M.Sc. in Chemistry/Environmental Science/ Microbiology/Biochemistry/Bio Technology / Degree in Chemical Engineering in first division with atleast Nine years' service in the Central Pollution Control Board or in Government.
5.	District Attorney		As applicable in the parent Department
6.	Development Team Leader	--	<p><u>By Deputation</u></p> <p>(i) At least ten years experience in the software development stream with at least four years experience in the capacity of a senior software developer.</p> <p>OR</p> <p>(ii) BCA, B.SC (IT/Computer Science/ Applications / Electronics & Communication) from a recognized University or Institution with minimum 60% marks :</p> <p>AND</p> <p>(iii) At least fourteen years past experience out of which four years at the level of a Senior Software Developer or equivalent. (Relaxation shall be given to incumbents being engaged on consulting basis).</p> <p>(iv) At least Fourteen years past experience out of which four years at the level of a Senior Software Developer or equivalent.</p> <p>Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance certifications as mentioned in Annexure "B".</p>
GROUP-B			
7.	Senior Account Officer	As applicable in the parent Department	By Deputation As applicable in the parent Department
8.	Account Officer	As applicable in the parent Department	By Deputation As applicable in the parent Department

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
9.	Administrative Officer	--	<p>By Promotion Superintendent/ Private Secretary with Three years experience seniority of Superintendent and Private Secretary will be determined on the basis of length of service on the post.</p> <p>By Deputation On deputation from the cadre of Haryana Secretariat Services equivalent to Superintendent with Three years experience.</p>
10.	Deputy District Attorney		<p>By Deputation As applicable in the parent Department</p>
11	Scientist B	M. Sc. in first division in the Chemistry / Biotechnology/ Micro-Biology / Bio- Chemistry / Environmental Sciences (with Bachelor Degree in Science).	<p>By Promotion With at least five years' service as Senior Scientific Assistant in the Board.</p> <p>By Deputation M. Sc. in first division in Chemistry/ Environmental Sciences (with degree in Science) / Botany / Micro-Biology / Bio-Chemistry or degree in Chemical Engineering.</p>
12	Assistant Environmental Engineer	Full time regular Degree in Engineering in first division in Civil/Chemical/Environmental Engineering.	<p>By Promotion Eight years' service in the Board as Junior Environmental Engineer</p> <p>By Deputation Bachelor in Engineering in first division in Civil / Chemical / Environmental Engineering from recognized university/institute working on equivalent post in any Department of State Government.</p>
13	Software Developer	<p>(i) B.E/B.-Tech (IT / Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science / Applications / Electronics & Communications) from a recognized University or Institution with minimum 60% marks AND</p> <p>(ii) BCA, BSC (IT/Computer Science/ Application/Electronics & Communications) from a recognized University or Institution with minimum 60% marks</p>	<p>By Promotion</p> <p>(i) At least Three years experience in the software development stream in the capacity of a Junior software developer.</p> <p>(ii) At least Seven years past experience (external experience). (Relaxation shall be given to incumbents being engaged on consulting basis).</p> <p>Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
		Note: As an exception, candidate(s) having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidates who have higher qualifications and advance level certification.	given to those candidates who have higher qualifications and advance level certification.
14.	Tehsildar	As applicable in the parent Department	By Deputation As applicable in the parent Department
15	Superintendent	--	By Promotion (i) Two years' service as Deputy Superintendent in the Board or Nine years experience as Deputy Superintendent and Assistant/ Accountant/ By Deputation (i) Two years' experience as Deputy Superintendent. OR Nine years experience as Assistant/ Accountant.
16	Private Secretary	-----	By Promotion Two years' experience as Personal Assistant. By Deputation Two years' experience as Personal Assistant.
17.	Assistant District Attorney	As applicable in the parent Department	By Deputation As applicable in the parent Department
18.	Junior Software Developer	B.E/B-Tech (IT/ Computer Science/ Electronics & Communications) or MCA or M.Sc. (IT/Computer Science/ Applications/Electronics & Communications from a recognized University or institution with minimum 60% marks and (Relaxation shall be given to incumbents being engaged consulting basis). Note:- As an exception, candidates having qualifications in any other discipline with experience as mentioned above may also be considered for the post. Preference shall be given to those candidate who have higher qualification and advance level certifications as mentioned.	By Deputation Two years services on the post

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP-C			
19.	Section Officer (Account)	As applicable in the parent Department	By Deputation As applicable in the parent Department
20	Deputy Superintendent	---	By promotion Seven year's experience as Accountant/ Assistant/ in the Board. By Deputation Seven years' experience as Assistant/ Accountant in any department of Government of Haryana.
21.	Personal Assistant	---	By Promotion Five years' experience as Senior Scale Stenographer By Deputation Five years experience as senior scale stenographer
22.	Senior Scientific Assistant	M.Sc. in the Chemistry / Environmental Sciences (with degree in Science) / Micro-Biology/Biochemistry/Bio-technology Or B. Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis.	By Promotion Five years' service in the Board as Junior Scientific Assistant By Deputation M. Sc. in the Chemistry/Environmental Sciences (with degree in Science)/Micro-Biology/Biochemistry/ Biotechnology Or B. Sc. in first division with one year experience in the lab engaged in Environmental Investigation, Testing or Analysis.
23.	Junior Environmental Engineer	Three years Diploma in first division in Civil/ Chemical / Environmental Engineering.	By Deputation Three years' Diploma in first division in Civil / Environmental/Chemical Engineering. By Transfer Three years Diploma in First Division in Civil/ Chemical/ Environmental Engineering with at least Three years of service with unblemished record.
24	Statistical Assistant	Graduate in Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with 3 years experience in collection, compilation, analysis of statistical data in the Government.	By Deputation Graduate in Economics or Statistics or Mathematics or Commerce with Statistics as one of the elective subjects with Three years' experience in collection, compilation, analysis of statistical data in any department of Government/ institute of repute.

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
25.	Junior Scientific Assistant	B. Sc. first division with Chemistry as one of the subjects.	By Deputation B. Sc. in 1 st division with Chemistry as one of the subjects.
26.	Assistant	--	By Promotion Five years' experience as Clerk/Stenotypist/Accounts Clerk in the Board. By Deputation Five years' experience as Clerk.
27	Accountant	M. Com. Second Division OR B. Com. First Division with Two years experience in Commercial Accounting.	By Promotion B. Com. with Three years experience in the Board as Accounts Clerk/Clerk. By Deputation M. Com. second division or B. Com. first division with Two years experience in the Commercial Accounting in Government.
28	Senior Scale Stenographer	---	By Promotion Three years service in the Board as Junior Scale Stenographer with English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of Fifteen words per minute and mistakes should not exceed 4%. By Deputation (i) Graduate in any discipline from a recognized university. (ii) English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of fifteen words per minute and mistakes should not exceed 4%. (iii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.
29.	Driver	Matric having driving license of light transport vehicle/heavy transport vehicle with Five years' experience.	By Deputation Matric having Driving License of light transport vehicle/heavy transport vehicle with Five years' experience.

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
30	Junior Scale Stenographer	i. 10+2 ii. English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and Hindi Shorthand at a speed of 80 words per minutes and transcription at a speed of 15 words per minutes and mistakes should not exceed 4% iii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time. iv. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.	By Promotion i. Five years' service in the Board as Steno-typist having minimum speed of 100 words per minute in English and 80 words per minute in Hindi Shorthand and transcription thereof @ 20 words per minute in English and 15 words per minute in Hindi respectively. ii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time. By Deputation i. Graduate in any discipline from a recognized university. ii. English Shorthand at a speed of 100 words per minute and transcription at a speed of 20 words per minute and mistakes should not exceed 4% and Hindi Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 4%. iii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time.
31	Accounts Clerk	-----	By Promotion B. Com. with three years' service in the Board as Clerk. By Deputation B. Com. with second division with three years experience.
32	Steno-typist	(i) 10+2. (ii) English Shorthand at a speed of 80 words per minute and transcription at a speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 words per minute and transcription at a speed of 11 words per minute and mistakes should not exceed 8%. (iii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief	By Promotion (i) One year regular service as Clerk with a minimum speed of 80 wpm in English Shorthand and transcription thereof at speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 wpm and transcription at a speed of 11 words per minute and mistakes should not exceed 8%. (ii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
		Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.	<p>Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time.</p> <p>By Deputation</p> <p>i. Graduate in any discipline from a recognized University.</p> <p>ii. English Shorthand at a speed of 80 wpm and transcription at a speed of 15 words per minute and mistakes should not exceed 8% and Hindi Shorthand at a speed of 64 wpm and transcription at a speed of 11 words per minute and mistakes should not exceed 8%.</p> <p>iii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and as amended from time to time.</p>
33	Clerk	<p>(i) 10+2.</p> <p>(ii) Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.</p>	<p>By Promotion</p> <p>i. 10+2 with five years service as group C having lesser scale or group D employees</p> <p>ii. Should pass State Eligibility Test in Computer Application as per instructions issued by Chief Secretary to Govt. of Haryana vide letter No. 42/164/2008-3GS-II dated 11.10.2013 and amended from time to time.</p> <p>By Deputation</p> <p>Matric first division/ intermediate/ 10+2 second division 10+2 (Vocational)/ Graduate with five years services as Group C employee. Should have passed SETC test from HARTRON.</p>
34.	Laboratory Attendant	Matric with Science (Physics and Chemistry) having knowledge of Hindi or Sanskrit upto Matric standard.	<p>By Promotion</p> <p>Three years' experience as Group D employee of the Board possessing Matric standard qualification with Science and Hindi or Sanskrit.</p> <p>By Deputation</p> <p>Matric with Science (Physics and Chemistry) having knowledge of Hindi or Sanskrit upto Matric standard.</p>

Sr. No.	Designation of posts	Academic qualifications and experience, if any, for direct recruitment	Academic qualifications and experience, if any, for appointment other than by direct recruitment
1	2	3	4
GROUP -D			
35.	Senior Peon	---	<p>By Promotion Five years' regular service as Peon.</p> <p>By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government with Seven Years of regular Service in Government or Government undertaking.</p>
36.	Daftri	---	<p>By Promotion Five years' regular service as Peon/Mali-cum-Chowkidar.</p> <p>By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government.</p>
37	Peon	Matriculation from recognized Board.	<p>By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government.</p>
38.	Field Attendant	Matriculation from recognized Board.	<p>By Deputation Matric pass certificate from the Board of School Education recognized by Haryana Government.</p>

NOTE:

- (i) Hindi or Sanskrit as one of the subject in Matric or Higher Education is essential for all the above mentioned post of direct recruitment.
- (ii) The experience prescribed for various posts in these regulations will be counted only after acquiring essential qualifications for respective post.

APPENDIX C
[See regulation 15 (1)]

Sr. No.	Designation	Appointing Authority	Name of Penalty	Authority Empowered to imposed Penalty	Appellate Authority	Second Appellate Authority
1	2	3	4	5	6	7
GROUP- A						
1.	Senior Environmental Engineer	Chairman	1. Major Penalties	Chairman	Government	–
			2. Minor Penalties -	Member Secretary	Chairman	Government.
2	Senior Scientist	Chairman	1. Major Penalties	Chairman	Government	–
			2. Minor Penalties	Member Secretary	Chairman	Government.
3.	Environmental Engineer	Chairman	1. Major Penalties	Chairman	Government	–
			2. Minor Penalties	Member Secretary	Chairman	Government
4.	Scientist C	Chairman	1. Major Penalties	Chairman	Government	–
			2. Minor Penalties	Member Secretary	Chairman	Government
5.	Development Team Leader	Chairman	1. Major Penalties	Chairman	Government	–
			2. Minor Penalties	Member Secretary	Chairman	Government
Group B						
6.	Administrative Officer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
7.	Scientist -B	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
8.	Assistant Environmental Engineer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
9.	Software Developer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government

10	Superintendent	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
11	Private secretary	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
12	Junior Software Developer	Member Secretary	1. Major Penalties	Member-Secretary	Chairman	Government
			2. Minor Penalties	Member-Secretary	Chairman	Government
Group C						
13.	Deputy Superintendent	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
14	Personal Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
15	Senior Scientist Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
16	Junior Environmental Engineer	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
17	Statistical Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
18	Junior Scientist Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
19	Assistant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
20	Accountant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
21	Senior Scale Stenographer	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
22	Driver	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
23	Junior Scale Stenographer	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
24	Account Clerk	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
25	Steno -Typist	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
26	Clerk	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
27	Laboratory Attendant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government

Group D						
28.	Senior Peon	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
29.	Daftri	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
30.	Peon	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
31.	Field Attendant	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
32.	Mali-cum-Chowkidar	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government
33.	Sweeper	Member Secretary	Major and Minor Penalties	Member-Secretary	Chairman	Government

NOTE:

1. The Major & Minor Penalties for all posts shall be as per Rule-4 of the Haryana Civil Services (Punishment & Appeal) Rules, 2016.
2. In case of officers/Officials on deputation competent authority for Punishment & Appeal shall be as applicable in the parent Department

DEEPTI UMASHANKAR,
Chairperson,
Haryana State Pollution Control Board.

DHEERA KHANDELWAL,
Additional Chief Secretary to Government Haryana,
Environment and Climate Change Department.

HARYANA GOVERNMENT**HARYANA STATE POLLUTION CONTROL BOARD****Notification**

The 11th April, 2023

No. 2/1/2008-1Env.— In exercise of the powers conferred by Sub-section (3) and (3A) of the Section 12 of the Water (Prevention and Control of Pollution) Act, 1974 (Act 6 of 1974), and Sub-Section (4) of Section-14 of the Air (Prevention and control of Pollution) Act, 1981, (Act 14 of 1981) the Haryana State Pollution Control Board, with the approval of the State Government hereby makes the following regulations further to amend the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021, namely:-

1. (1) These regulations may be called the Haryana State Pollution Control Board (Group A, B, C and D) Service (Amendment) Regulations, 2023.
(2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Haryana State Pollution Control Board (Group A, B, C and D) Service Regulations, 2021 in appendix-B, under heading Group-B, against serial No. 12, under column No. 3, under heading “**By Direct Recruitment**” after the words “**Full time regular**” the word “**Bachelor**” shall be inserted.

P. RAGHAVENDRA RAO,
Chairman,
Haryana State Pollution Control Board.

VINEET GARG,
Additional Chief Secretary to Government Haryana,
Environment, Forest and Wildlife Department.