



सत्यमेव जयते

GOVERNMENT OF MAHARASHTRA

FINANCE DEPARTMENT

MAHARASHTRA CIVIL SERVICES

(GENERAL CONDITIONS OF SERVICES)

RULES, 1981

FINANCIAL PUBLICATION OF THE
GOVERNMENT OF MAHARASHTRA No. III

(Updated upto 30th December 2021)

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(iii)

INTRODUCTION

Maharashtra Civil Services (General Conditions of Services) Rules, were first published in 1981. It was indicated at that time that the Marathi version of the said rules would be published separately. Accordingly, Maharashtra Civil Services (General Conditions of Services) Rules, 1981 was published. This Marathi version was updated by incorporating changes made upto 31st December 1984. This Marathi translation was published in the *Gazette* of 28th March 1985. Thereafter, considering the changes made in the rules from time to time, a need was felt to publish an updated version and therefore the Finance Department decided to publish the latest updated edition of the rules.

Shri D. G. More, retired Joint Secretary has made valuable contribution in drafting the book.

Date : 30th December 2021,
Finance Department,
Mantralaya, Mumbai 400 032.

VINAYAK DHOTRE
Deputy Secretary to Government,
Finance Department.

PREFACE

The First Edition of the Bombay Civil Services Rules, 1959, in Volumes I and II, was published in 1959. Various developments have taken place since reorganisation of the bilingual Bombay State into the two States of Maharashtra and Gujarat in 1960. Also further changes have been made in the Rules through numerous amendments issued from time to time, during the last few decades. As a result, considerable difficulties were being experienced in application of these rules. The need to have the revised and simplified Civil Services Rules was being acutely felt.

The Government, has so far published the following Rules from time to time :—

- (1) Maharashtra Civil Services (General Conditions of Services) Rules.
- (2) Maharashtra Civil Services (Pay) Rules.
- (3) Maharashtra Civil Services (Joining Time, Foreign Service and Payments during Suspension, Dismissal and Removal) Rules.
- (4) Maharashtra Civil Services (Leave) Rules.
- (5) Maharashtra Civil Services (Pension) Rules.
- (6) Maharashtra Civil Services (Commutation of Pension) Rules.

2. The first four sets of Rules [Sr. Nos. (1) to (4)] have been framed by the Governor of Maharashtra under the provision of Article 309 of the Constitution of India. These rules which have been issued under Government Notification, Finance Department, No. MSC 1081/1/ MCSR-Cell, dated the 23rd July 1981, came into force with effect from the 15th August 1981. Sr.No.5, Maharashtra Civil Services (Pension) Rules, 1982, were framed by the Governor of Maharashtra under the provision of Article 309 of the Constitution of India, which have been issued under Government Notification, Finance Department, No.MSC-1082/5/SER-6, dated the 12th August, 1982, and came into force with effect from 15th August, 1982. The Sr. No.6 Maharashtra Civil Services (Commutation of Pension) Rules, 1984 have been framed by the Governor of Maharashtra under the provision of Article 309 of the Constitution of India, which have been issued under Government Notification, Finance Department, No.MCS-1084/9/SER-6, dated the 19th July, 1984 and came into force with effect from 15th August, 1984.

The Government has decided to revise the six sets of Rules mentioned in para 1.

3. This set of rules pertains to General Conditions of Services of employees of the Maharashtra Government.

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4. To make each set of Rules as self-contained as possible, the relevant delegation of powers, Appendices and the relevant forms pertaining to a particular subject, have also been included therein.

5. For easy reference, a comparative table has been appended to this set of rules at the end, indicating the new rule numbers and the corresponding provisions of the Bombay Civil Services Rules, 1959. The table also indicates the provisions of the Bombay Civil Services Rules, 1959, which have been deleted from this set of rules.

6. Omissions or inaccuracies, if any, in this set of rules, may please be brought to the notice of the Finance Department.

Date : 30th December 2021
Finance Department,
Mantralaya,
Mumbai 400 032.

NITIN GADRE
Additional Chief Secretary to Government,
(Accounts and Treasuries)
Finance Department.

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¹. The Rule is deleted *vide* Government Notification, F.D., No. MCS-2019/CR. 19/SER-6, dated 30/12/2021.

². The title is substituted *vide* Government Notification, F.D., No.MCS-2019/CR. 19/SER-6, dated 30/12/2021.

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². The title is substituted *vide* Government Notification, F.D., No.MCS-2019/CR. 19/SER-6, dated 30/12/2021.

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¹ The words are inserted *vide* Government Notification, F.D., No.MCS-2019/CR. 19/SER-6, dated 30/12/2021.

² The words are substituted *vide* Government Notification, F.D., No.MCS-2019/CR. 19/SER-6, dated 30/12/2021, with effect from 1st January 1990.

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GOVERNMENT OF MAHARASHTRA
FINANCE DEPARTMENT
Mantralaya, Mumbai 400 032, dated 23rd July 1981

NOTIFICATION

CONSTITUTION OF INDIA.

No. MSC 1081/1/MCSR-Cell.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Maharashtra is hereby pleased to make the following Rules, namely :—

CHAPTER I—GENERAL

1. Short title and commencement

(1) These Rules may be called the Maharashtra Civil Services (General Conditions of Services) Rules, 1981.

(2) They shall come into force on the 15th day of August 1981.

2. Extent of application

Except where it is otherwise expressed or implied, these rules apply to all members of services and holders of posts whose conditions of service the Government of Maharashtra are competent to prescribe. They shall also apply to—

(a) any person for whose appointment and conditions of employment special provision is made by or under any law for the time being in force,

(b) any person in respect of whose service, pay and allowances and pension or any of them special provision has been made by an agreement made with him, in respect of any matter not covered by the provisions of such law or agreement, and

(c) Government servants paid from Local Funds administered by Government, except rules relating to the foreign service.

Note 1.— As regards the amount of leave and pension, Government servants of the former States of Saurashtra, Kutch, Madhya Pradesh and Hyderabad, allocated to the State of Bombay, who have opted to be governed by the rules of the former States applicable to them before the 1st day of November 1956, in accordance with Government Resolution, Finance Department, No. INT 1056-S-8, dated the 7th January 1957, as modified from time to time will be governed by those rules. Option once exercised is final.

Note 2.– By virtue of rule 3 of All India Services (Compensatory Allowances) Rules, 1954, and Rule 3 of All India Services (Travelling Allowances) Rules, 1954, the Compensatory and Travelling Allowances of the All India Services Officers, serving in connection with the affairs of the Government of Maharashtra, are regulated by the relevant provisions of the Maharashtra Civil Services Rules pertaining to Compensatory Allowances and Travelling Allowances.

Note 3.– Persons transferred to Government service from a Local Fund which is not administered by Government will be treated as joining a first post under Government and their previous service shall not count as service performed under Government. Government may, however, allow previous service in such cases to count as service performed on such terms as it thinks fit.

3. Right to interpret

¹[*Finance Department*] reserve to themselves the right of interpreting these rules.

4. Power of relaxation

Where Government is satisfied that the operation of any of these rules causes or is likely to cause undue hardship in the case of any Government servant or class of Government servants, it may, by an order in writing, exempt any such Government servant or class of Government servants from any provisions of these rules or may direct that such provisions shall apply to such Government servants or class of Government servants with such modifications not affecting the substance thereof as may be specified in such order.

5. Validity of terms of contract

The terms of a specific contract enforceable at law necessarily override the provisions of these rules.

6. Regulation of claims to pay, allowances, leave and pension

A Government servant's claim to pay and allowances is regulated by the rules in force at the time in respect of which the pay and allowances are earned; to leave by the rules in force at the time the leave is applied for and granted; and to pension by the rules in force at the time when the Government servant retires or is discharged from the service of Government :

¹ The word is substituted *vide* Government Notification, F. D. No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

Provided that, if during his service, changes disadvantageous to him are introduced in the rules, to which he became subject on entry into the service of Government, his pension shall not be less than that which would have been admissible but for the introduction of such changes.

7. Exercise and delegation of powers under these rules

No powers may be exercised or delegated under these rules except after consultation with the Finance Department. It shall be open to ¹[*Finance Department*] to prescribe, by general or special order, cases in which its consent may be presumed to have been given.

Note.—For powers delegated under these rules, *see* Appendix I.

8. Reasons for concessions to be communicated to Audit Officer

When a competent authority, other than Government, communicates to the Audit Officer an order granting any concessions under these rules to any Government servant in cases in which it is prescribed that the reasons therefor should be recorded, he should at the same time forward to him a copy of his reasons.

¹ The words are substituted *vide* Government Notification, F. D. No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

CHAPTER II-DEFINITIONS

9. Unless the context otherwise requires, the terms defined in this Chapter are used in the various sets of the Maharashtra Civil Services Rules, in the sense here explained :—

(1) **Actual travelling expenses** means the actual cost of transporting a Government servant with his ¹[] personal luggage, including charges for ferry and other tolls, if paid, and for carriage of camp equipment, if such is necessary. It does not include charges for accommodation in hotels and travellers' bungalows, or for refreshments, or for the carriage of stores or conveyances or for presents to drivers and the like ; or any allowance for such incidental losses or expenses as the breakage of crockery, wear and tear of furniture. ¹[]

(2) **Allotment** means grant of a licence to a Government servant to occupy a house owned, leased or requisitioned by Government or a portion thereof for his use as residence.

(3) **Apprentice** means a person deputed for training in a trade or business with a view to employment in Government service, who is paid at monthly rates by Government during such training but is not employed in or against a substantive vacancy in the cadre of a department.

(4) **Audit Officer** means an Audit Officer, appointed by the Comptroller and Auditor General of India whatever his official designation, in whose circle of audit a public servant is serving or (in respect to verification of service) has served.

(5) ²[**Cadre** means a group of permanent as well as temporary posts, sanctioned from time to time, of a service or a part of a service sanctioned as a separate unit.]

(6) **Camp equipage** means the apparatus for moving a camp. These term excludes camp equipment and means only moving apparatus or carriage which includes baggage- ¹[], pack bullocks, carts, drivers of the bullocks, etc. coolies who carry camp equipment and servants employed as tent-pitchers. Any private or extra servants are not included in this term.

(7) **Camp equipment** means tents and the requisites for pitching and furnishing them, or, where tents are not carried, such articles of camp furniture as it may be necessary in the interests of public service for a Government servant to take with him on tour.

¹ The provision is deleted *vide* Government Notification, F. D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² The provision is substituted *vide* Government Notification, F. D., No. GCS-1096/8/SER-6, dated 27th March, 1997.

(8) **Compensatory allowance** means an allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed. It includes different types of travelling allowances.

(9) **Competent authority**, in relation to the exercise of any power, means Government, or any authority to which the power is delegated by or under these rules.

(10) **Consolidated Fund of India or the State.** All revenues received by the Government of India, all loans raised by that Government by the issue of treasury bills, loans or ways and means advances and all moneys received by that Government in repayment of loans shall form one consolidated fund to be entitled “the Consolidated Fund of India”. Similarly all revenues received by the Government of a State, all loans raised by that Government by the issue of treasury bills, loans or ways and means advances and all moneys received by that Government in repayment of loans shall form one consolidated fund to be entitled “the Consolidated Fund of the State”.

(11) **Constitution** means the Constitution of India.

(12) **Date of first appointment** means the date the Government servant assumes the duties of his first post in Government service, or, if this be earlier, the date of his assumption of any duty which is treated, as service counting for pension.

(13) **Day** means the period beginning from one midnight and ending with the next midnight.

(14) **Duty.**— duty includes,—

(a) service as a probationer;

(b) joining time;

(c) a course of instructions or training authorised by or under the orders of Government;

(d) course of instruction or training authorised by—

(i) Director of Social Welfare in the case of the members of the staff of the Social Welfare Officer deputed to undergo a course of training in making estimates and plan drawing before their confirmation,

(ii) Director of Education in the case of teachers of the educational staff who undergo a course of training or instructions at training colleges or schools, and

(iii) Director of Agriculture in respect of staff who undergo a course in agriculture or any other training preparatory to appearing for the Sub-service Department Examination.

Note 1.—The time reasonably required for the journeys between the place of training and the station from which a Government servant proceeds in order to undergo training, is part of the period of training.

Note 2.—The period spent by candidates (other than candidates not already in Government service admitted after the 15th August, 1939) at the Central Police Training College, Nashik, for training and the interval between the satisfactory completion of the course and their assumption of duty should be regarded as duty for the purpose of this rule.

In the case of Military Officers and other ranks, who join the Police Force as Sub-Inspectors and whose period of probation is treated as Vocational Training under section 40 of Army Vocational Training (India), 1933, their services in the Police shall count from the dates they formally leave the Army, since, until that date, the time spent on vocational training is included in the period of their military service and they are borne on the military establishment.

Note 3.—The period spent by candidates (other than candidates not already in Government service admitted on or after the 22nd April 1962) in the Prohibition and Excise Department for training and interval between the completion of the course and their assumption of duty, should be regarded as duty for the purpose of this rule.

Note 4.—The period spent by the ¹[State Tax Inspectors] in the ¹[Good and Service Tax Department] for the training and the interval between the completion of training and their assumption of duty as ¹[State Tax Inspector] in the regular time scale of pay should be regarded as duty for the purpose of this rule.

Note 5.—When one or more holidays follow the period of training, the training period may be deemed to have been extended to cover such holidays.

(e) the period occupied—

(i) in appearing for a language examination prescribed by Government at which a Government servant has been granted permission to appear,

(ii) in attending an obligatory departmental examination,

(iii) in attending an examination which a Government servant must pass to become eligible for a higher post in any branch of the Public Service,

¹ Substituted as per Government Notification, Finance Department MGST. 1017/C.R. 94 (B)/Taxation-1, dated 21st June 2017.

including the time reasonably necessary for going to and from the place of examination.

This concession should not be allowed more than twice for each obligatory examination.

Note 1.—If an examination is taken immediately before leave, the leave shall be held to have commenced from the date following that of the completion of the examination. In cases where an examination is taken in interruption of leave or immediately after leave, the time occupied in appearing for the examination, including the time necessary for going to and from the place of examination, shall be treated not as duty but as leave.

Note 2.—The period occupied in appearing for the Maharashtra Accounts Clerks' Examination including the time reasonably necessary for going to and from the place of examination on voluntary basis should be treated as duty. This concession should not be allowed more than twice.

(f) the period for which a Government servant is required to wait compulsorily until receipt of his posting orders in the cases mentioned below :—

(i) whose orders of transfer are held in abeyance, cancelled or modified while in transit, or

(ii) who, on return from leave or deputation or on abolition of the post held by him, has to await receipt of posting orders, or

(iii) who, on arrival at the headquarters of the post to which he is posted is not in a position to take charge of the post from the Government servant to be relieved.

The period availed of to resume duties after the receipt of posting orders shall not exceed the joining time admissible under the rules and shall be treated as a continuation of the period of compulsory waiting.

(g) the period intervening between the date on which a Government servant is engaged temporarily for special or other duty and the date on which he takes over charge, provided the period does not exceed the joining time that would be permissible to a Government servant entitled to joining time ;

(h) the period spent by Government servant on training mentioned below :—

(i) training in accordance with the Regulations of the Army in India Reserve of Officers,

Note.— In the case of civil officers granted Commissions in the Army in India Reserve of Officers the period of training will not include the time spent in journey to and from the station at which the training is carried out. The time spent by these officers in journeying to and from the place of training should be treated as duty and acting arrangements may be made during that time.

(ii) training in the Indian Naval Fleet Reserve and on the journey to and from the place of training,

(iii) annual training courses of instruction or military service in accordance with the Regulations for the Territorial Army, 1948,

(iv) on Home Guard training or Home Guard duties with the permission of the Head of his office,

(v) in training or in the camp in accordance with the rules of the National Cadet Corps and also such period of the vacations as are spent by National Cadet Corps Officers (Senior Division) who are Government servants holding officiating charge of units during the absence of regular Commanding Officers,

(vi) training and active service in the Army and Air Force Reserves and the Indian Fleet Reserve/Air Defence Reserve and/ on journey to and from the place of training, in case leave in respect of their civil appointment is not availed of during training and transit period,

(vii) training at a Boy Scouts' Camp,

Note.—No travelling or halting allowance is admissible in respect of this duty.

¹*[(i) additional special leave on full pay may be granted to a Government servant undergoing treatment for dog bite as per the advice of authorised Medical Officer.]*

(j) the period spent by a Government servant in connection with work on the various University bodies in the Maharashtra State—

(a) as representatives of Government or *ex-officio*.

¹ The provision is substituted *vide* Government Notification, F. D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021 with effect from 11th September 2017.

(b) by virtue of his Official Position such as Principal of a College,

and

(c) for attending the meeting of a Board of Studies.

(15) **Emoluments** for the purpose of rules in the Maharashtra Civil Services (Occupation of Government Residences) Rules mean—

(i) Pay,

(ii) payments from the Consolidated Fund of India or of the State and only that portion of the fees received by a Government servant which he is allowed to retain under the rules, if such payments or fees are received in the shape of a fixed addition to monthly pay and allowances as part of the authorised remuneration of a post,

(iii) compensatory allowances other than travelling allowance, uniform allowance, clothing allowance, outfit allowance, special outfit allowance, uniform grant and grant for horse and saddlery whether drawn from the Consolidated Fund of India or of the State or from a Local Fund,

(iv) pension and pension equivalent of death-cum-retirement gratuity except in the following :—

(a) Wound or Injury Pension and Family Pensions drawn under the provisions of Maharashtra Civil Services (Pension) Rules,

(b) Compensation received under the Workmen's Compensation Act, 1923, as subsequently amended,

(v) in the case of a Government servant under suspension and in receipt of a subsistence allowance, the amount of the subsistence allowance :

Provided that, if such Government servant is subsequently allowed to draw pay for period of suspension, the difference between the licence fee recovered on the basis of the subsistence allowance and the licence fee due on the basis of the emoluments ultimately drawn shall be recovered from him :

Provided further that if such Government servant is subsequently reinstated and the period of suspension is treated as leave, the difference between the licence fee recovered on the basis of the subsistence allowance and the licence fee due on the basis of emoluments defined in Note 1 below shall be recovered from him.

Allowances attached to the President's Police and Fire Services Medal, the Police Medal, or the Indian Order of Merit, Param Vir Chakra, Maha Vir Chakra, Vir Chakra are not included in the emoluments.

Note 1.—The emoluments of a Government servant on leave mean the emoluments drawn by him for last complete calendar month of duty performed by him prior to his departure on leave.

Note 2.— The word “Pension” occurring in clause (iv) above means the full sanctioned pension prior to commutation.

¹[*Note 3.*—*This provision is applicable to those who joins Government Service on or before 31st October, 2005.*]

(16) **Family** means a Government servant's wife or husband, as the case may be, residing with the Government servant and legitimate children and step-children residing with and wholly dependent upon the Government servant. It includes, in addition, parents, sisters and minor brothers if residing with and wholly dependent upon the Government servant.

Note 1.— Not more than one wife is included in the term “family” for the purpose of these rules.

Note 2.— An adopted child shall be considered to be a legitimate child if, under the personal law of the Government servant, adoption is legally recognised as conferring on it the status of a natural child.

(17) **Fee** means a recurring or non-recurring payment to a Government servant from a source other than the Consolidated Fund of India or the Consolidated Fund of a State or the Consolidated Fund of a Union Territory, whether made directly to the Government servant or indirectly through the intermediary of Government, but does not include—

(i) unearned income such as income from property, dividends, and interest on securities; and

(ii) income from literary, cultural, or artistic, scientific or technological efforts if such efforts are not aided by the knowledge acquired by the Government servant in the course of his service.

Note.— The above definition is not applicable to the fees payable from the Consolidated Fund under the Law Officers (Conditions of Service) Rules.

¹ This note is added vide Government Notification, F. D. No. MCS-2019/CR 19/SER-6, dated 30th December 2021 with effect from 31st October, 2005.

¹[(18) **First appointment** means the appointment of a person under the Government by recruitment process:

Provided that, if a person is holding a post previously in the Government and he/she is selected by direct recruitment for another post in the Government that new appointment is also a first appointment.

Note.—“recruitment process” means as per the provisions of Recruitment Rules, the selection by Maharashtra Public Service Commission or Competent Selection Authority or appointed on compassionate ground.]

¹[(19) **Foreign service** means where a Government servant is appointed in India or outside of India with the approval of Competent Authority and receives his pay from any sources other than the Consolidated Fund of India or of a State, or of a Union Territory.

(19A) **Deputation** means, a Government servant transferred from his original cadre to other post, in a State or in India or outside India, with the sanction of Government, and draw his pay from Consolidated Fund of India or of a State, or of a Union Territory.]

[(19B) **Deputation period** means a period from the date on which a Government Servant relieves from his post in original department and came to an end on a date on which he joins the post in original department]

¹[(20) A Gazetted Government servant means,-

(i) All Group “A” Officers of the State Government ;

(ii) Group “B” Officers of State Government, whose names and appointments are published in the Gazette by the Government.

Provided that,

(a) the Government servant who is authorised for judicial purposes; or

(b) any Government servant authorized as Drawing and Disbursing Officer,

shall not be considered as Gazetted Officer;

(20A) “Government servant” means a person who,—

(i) is appointed to any Civil Service or post in connection with the affairs of the State, and include such Government servant whose services are temporarily placed at the disposal of any other State Government or Government of India, or a company, or

¹ The provision is substituted *vide* Government Notification, F. D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

corporation owned or controlled by the Government, or a local authority or other authority, notwithstanding that his salary is drawn from sources other than the Consolidated Fund of the State;

(ii) holds a civil post under any Government in India and whose services are temporarily placed at the disposal of the Government; or

(iii) is in the service of a local or other authority and whose services are temporarily placed at the disposal of the Government;

Note.— A person who is not appointed by the Government or who does not receive his pay from the Consolidated Fund of India or of a State, or of a Union Territory and his expenditure on pay met from the Grant-in-Aid Fund provided by the Central or State Government or Union Territory is not a Government Servant.]

(21) **Government**, unless there is anything repugnant in the subject or context, as respects anything done or to be done after the commencement of the Constitution, shall mean the Governor of Maharashtra.

(22) **Heads of Departments**. This term includes the officers mentioned in Appendix II and any others whom Government may from time to time declare to be Heads of Departments.

(23) **Holiday means—**

(a) a holiday prescribed or notified by or under section 25 of the Negotiable Instruments Act, 1881; and

(b) in relation to any particular office, a day on which such office is ordered by Government, or by a duly constituted authority, by notification in the Gazette or otherwise, to be closed for the transaction of Government business without reserve or qualification.

(24) **Honorarium** means a recurring or non-recurring payment granted to a Government servant from the Consolidated Fund of India or the Consolidated Fund of the State or of a Union Territory as remuneration for special work of an occasional character.

(25) **House-rent allowance** is an allowance granted—

(a) towards defraying house-rent in localities where such rents are high, or

(b) in lieu of free quarters.

¹[(26) **Group “D” Service** means a post specifically classified as Group D post in post creation order or in Recruitment Rules.]

(27) **Joining time** means the time allowed to a Government servant to join a new post or to travel to or from a station to which he is posted.

(28) **Leave** means permission to remain absent from duty granted by a competent authority under the Maharashtra Civil Services (Leave) Rules, 1981.

(29) **Leave-salary** means the monthly ²[*proportionate*] amount paid by Government to a Government servant on leave.

(30) **Lien** means the title of a Government servant to hold substantively, either immediately or on the termination of a period or periods of absence, a permanent ²[*or temporary*] post, including a tenure post, to which he has been appointed substantively.

(31) **Local allowance** is an allowance granted on account of the expensiveness or unhealthiness of an area. It is admissible to Government servants who have their headquarters within the area for which it is sanctioned, and not to Government servants merely travelling in that area.

(32) **Local Fund** means—

(a) revenues administered by bodies, which by law or rule having the force of law come under the control of Government whether in regard to proceedings generally or to specified matters, such as the sanctioning of the budgets, sanction to the creation or filling up of particular posts, or the enactment of leave, pension, or similar rules; and

(b) the revenues of any body which may be specially notified by Government as such.

(33) **Ministerial servant** means a Government servant of ¹[Group C] services, whose duties are entirely clerical, and any other class of servants specially defined as such by Government.

(34) **Month** means a calendar month. In calculating a period expressed in terms of months and days complete calendar months, irrespective of the number of days in each, should first be calculated and the odd number of days calculated subsequently.

¹ The provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² The word/s is/are inserted *vide* Government Notification, F.D., No. MCS-2019/CR-19/SER-6, dated 30th December 2021.

Instruction—Calculations of period expressed in terms of months and days should be made as under :—

(a) To calculate 3 months and 20 days on and from the 25th January, the following method should be adopted :—

			y.	m.	d.
25th January to 31st January	..	..	0	0	7
February to April	..	..	0	3	0
1st May to 13th May	..	..	0	0	13
			<u>0</u>	<u>3</u>	<u>20</u>

(b) The period commencing on 30th January, and ending with 2nd March should be deemed as 1 month and 4 days, as indicated below :—

			y.	m.	d.
30th January to 31st January	..	..	0	0	2
February	..	..	0	1	0
1st March to 2nd March	..	..	0	0	2
			<u>0</u>	<u>1</u>	<u>4</u>

(35) **Officiate**.—A Government servant officiates in a post when he performs the duties of a post on which another person holds a lien. A competent authority, may if it thinks fit, appoint a Government servant to officiate in a vacant post on which no other Government servant holds a lien.

(36) **Pay** means the ¹[*proportionate*] amount drawn monthly by a Government servant as—

(i) the pay (including special dearness pay) which has been sanctioned for a post held by him substantively or in an officiating capacity, or to which he is entitled by reason of his position in a cadre; and

(ii) personal pay ²[] ; and

¹ The word is inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² The words are delted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated the 30th December 2021.

(iii) any other emoluments which may be specially classed as pay by Government. ¹[including Non-Practicing allowance and]

²[(iv) the pay drawn in the prescribed pay band plus applicable grade pay as per the Sixth Pay Commission but does not include any other type of pay like special pay, which the Government Servant was receiving immediately before his retirement or on the date of his death.];]

³[Provided that, any kind of financial incentive, including difference in pay on account of one-step promotion (other than by way of time bound promotion or assured career progression) as per any policy of the Government, shall not be admissible for calculating pay.];]

⁴[(iv) the pay drawn in the prescribed pay level but does not include any other type of pay like special pay, which the Government Servant was receiving immediately before his retirement or on the date of his death.;]

(37) **Pension** includes a gratuity.

⁵ [Note.-This provision is not applicable to those who joined Government Service on or after 1st November, 2005.]

¹[(38) Pensionable Pay means the average pay earned by a Government servant during the last ten months' service or the basic pay fixed for the post from which an employee has been retired, which is more beneficial to the Government Servant;]

⁶[Any kind of financial incentive, including difference in pay on account of one-step promotion (other than by way of time bound promotion or Assured career progression) as per any policy of the Government, shall not be admissible for calculating pensionable pay.]

⁷[Note.—The pay drawn by a Government servant while on foreign service shall not count for pension. In such a case, the pay which the Government servant would have drawn under the Government had he

¹ The provision is added with effect from the 1st January 2006 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² The provision is added with effect from the 1st January 2006 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ The proviso is added with effect from the 27th October 2014 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ The provision at clause (iv) which is added with effect from 1st January 2006 is substituted with effect from the 1st January 2016 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁵ The note is added with effect from 1st November 2005, *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁶ The provision is added with effect from the 27th October 2014 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁷ The note is added with effect from 1st January 2006 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

not been sent on foreign service, will alone be taken into account while calculating pensionable pay.]

¹[(38A) *Pension shall be paid at fifty per cent of the average basic pay earned by a Government servant during the last ten months' service or at fifty per cent of the basic pay fixed for the post from which an employee has been retired, whichever is more beneficial to him.*

(39) **Pensionable service** means service which qualifies the Government servant performing it to receive a pension from the Consolidated Fund.

(40) **Permanent post** means a post carrying a definite rate of pay sanctioned without limit of time.

(41) **Personal pay** means additional pay granted to a Government servant—

(a) to save him from a loss of substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or due to any reduction of such substantive pay otherwise than as a disciplinary measure; or

(b) in exceptional circumstances, on other personal considerations.

(42) **Presumptive pay** of a post, when used with reference to any particular Government servant, means the pay to which he would be entitled if he held the said post and were performing its duties; but it does not include special pay unless the Government servant performs or discharges the work or responsibility, in consideration of which special pay was sanctioned.

(43) **Probationer** means a Government servant employed on probation in or against a substantive or temporary vacancy in the cadre of a department.

Note 1.— No person appointed substantively to a permanent post in a cadre is a probationer, unless definite conditions of probation have been attached to his appointment, such as the condition that he must remain on probation pending the passing of certain examination.

Note 2.— A Government servant (other than one who holds substantively a permanent post) appointed on promotion to a temporary post will be treated for all purposes as a temporary Government servant.

Note 3.— The status of a probationer is to be considered as having the attributes of a substantive status except where the rules prescribe otherwise.

¹ The provision is added with effect from 1st January 2006 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

(44) **Public Account of India or the State** means all other public moneys excluding those referred to in sub-rule (10) received by or on behalf of the Government of India or the Government of a State.

(45) **Public conveyance** means a train, steamer, aircraft or other conveyance which plies regularly, though not necessarily at fixed intervals, a regular course for the conveyance of passengers and does not deviate therefrom according to the wishes of the passengers.

(46) **Registered medical practitioner** means a medical practitioner registered under the Maharashtra Medical Council Act, LXVI of 1965, or the Maharashtra Medical Practitioners Act, XXVIII of 1961, or a practitioner registered under Part A or Part B of the Register maintained under the Maharashtra Homoeopathic and Biochemic Practitioners Act, XII of 1960, or any other law corresponding thereto and in force in the State of Maharashtra, or the respective Medical Registration Acts of the several State Governments.

(47) **Selection grade** means a scale of pay which has been sanctioned specifically as a selection grade by an order of Government.

(48) **Special pay** means an addition, of the nature of pay, to the emoluments of a post or of a Government servant granted in consideration of—

- (a) the specially arduous nature of the duties;
- (b) a specific addition to the work or responsibility.

(49) **Sphere of duty** means the area to which the duties of a Government servant are confined.

(50) **Subsistence allowance** means a monthly grant made to a Government servant who is not in receipt of pay or leave-salary.

(51) **Substantive pay** means the pay other than special pay, personal pay or emoluments classed as pay by Government under sub-rule 36(iii) to which a Government servant is entitled on account of a post to which he has been appointed substantively or by reasons of his substantive position in a cadre.

(52) **Superior service** means any kind of service which is not ¹[Group D]

¹ The word and letter is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.
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(53) **Temporary post** means a post carrying a definite rate of pay sanctioned for a limited time.

Note.— Substantive appointments to temporary posts should be made in a limited number of cases only, as for example, when posts are, to all intents and purposes, quasi-permanent or when they have been sanctioned for a period of not less than, or there is reason to believe that they will not terminate within a period of three years. In all other cases, appointments in temporary posts should be made in an officiating capacity only.

Instruction.—The benefit of substantive appointments to temporary posts contemplated in the above note should not be allowed to be enjoyed by more than one person simultaneously. Therefore, where a Government servant has already been appointed substantively to a temporary post and there is a temporary interruption in his tenure of the post, it would not be proper to appoint another Government servant substantively to the post during such temporary interruption. For this purpose, interruptions which are likely to last for less than 3 years may be treated as temporary. It follows, therefore, that where a Government servant is already appointed substantively to temporary post, a second Government servant should not be appointed substantively to it unless the previous holder of the post has been transferred from it permanently or unless he has been transferred temporarily and there is reason to believe that he will remain absent from the post for a period of not less than three years.

(54) **Tenure post** means a permanent post which an individual Government servant may not hold, for more than a limited period without reappointment.

Note.— The following posts in State and Group A services have been declared by Government to be tenure posts :—

	Period of tenure (Years)
(1) Under Secretary to Government (when held by persons other than those promoted from the Subordinate Secretariat Service).	3
(2) Deputy Secretary (Criminal Law) in the Law and Judiciary Department.	5
(3) Solicitor (Mofussil Litigation)	5
(4) Three posts of Assistant Directors of Social Welfare	3

(55) (a) **Time-scale pay** means pay which, subject to any conditions prescribed in these rules, rises by periodical increments from a minimum to a maximum.

(b) Time-scales are said to be identical if the minimum, the maximum, the period of increment and the rate of increment of the time-scale are identical.

(c) A post is said to be on the same time-scale as another post on a time-scale if the two time-scales are identical and the posts fall within a cadre, or a class in a cadre, such cadre or class having been created in order to fill all posts involving duties of approximately the same character or degree of responsibility in a service or establishment or group of establishments; so that the pay of the holder of any particular post is determined by his position in the cadre or class and not by the fact that he holds that post.

¹[(56) “Transfer” means posting of a Government servant from one post, office or Department to another post, office or Department, as defined in the Maharashtra Government Servants Regulation of Transfers and Prevention of Delay in Discharge of Official Duties Act, 2005 (Maharashtra Act XXI of 2006)]

(57) **Transit time** means the actual time required to reach the destination of tour from the headquarters or from one outstation to another outstation by the ordinary mode of travel.

(58) **Travelling allowance** means an allowance granted to a Government servant to cover the expenses which he incurs in travelling in the interest of the public service. It includes allowances granted for the maintenance of conveyances, horses and tents.

¹ The provision is substituted vide Government Notification F.D., MDS-2019/CR 19/SER-6, dated 30th December 2021.

CHAPTER III—GENERAL CONDITIONS OF SERVICES

¹[10. **Age limit for recruitment in Government Service.**—*Except as provided in the Maharashtra Civil Services Classification and Recruitment Rules, the age limit for recruitment in Government service shall be,—*

(a) minimum eighteen years for all class of categories; and

(b) maximum thirty-eight years for General Category and forty-three years for Backward Class Category.

Note 1.— The Government may by an order increase the minimum age limit and reduce or increase the maximum age limit for specific cadres.

Note 2.— For physically challenged candidate the upper age limit is forty-five years.

Note 3.— The Government Resolutions by which upper age limit is enhanced from time to time shall be applicable for the recruitment made in that relevant period.]

11. Certificate of physical fitness a prerequisite for substantive appointment or continuance in service

(1) Every Government servant shall produce a medical certificate of health either before he is appointed substantively to a permanent post or before he completes six months' service from the date of appointment, whichever is earlier.

(2) The limit of six months prescribed in sub-rule (1) above is the maximum one and the Head of Office should, in the case of Government servants who, on their appointment, are expected to continue in Government service for more than six months, require them to produce medical certificates of fitness for Government service within two months from the dates of joining service. These time limits for producing the medical certificate are also applicable from the date of appointment to the higher post in cases where fresh medical examination is necessary under sub-rule (4) of rule 15.

²[*Provided that, the provisions of The Rights of person with Disabilities Act, 2016(49 of 2016) shall be applicable to the physically challenged persons.*]

Note 1.— Rules for the examination of the candidates as to their physical fitness for Government service have been embodied in Appendix III.

¹ The provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² The proviso is added *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

Note 2.— Part-time Government servants should be required to produce medical certificates of fitness in the same manner and under the same condition as full-time Government servants.

Note 3.— Normally a person for an appointment under Government should be medically examined before his appointment. In cases, however, where a person is required to join immediately for work or for training, appointment may be made without first obtaining the medical certificate but the appointment should be subject to his being declared medically fit by an appropriate Medical Authority. In all such cases, if a Government servant is declared unfit for service on medical examination and he prefers an appeal under rule 18 in Appendix III, he should be retained in service till the appeal is finally decided. Efforts should be made to obtain the decision early. If the candidate is found responsible for causing delay, his services should be terminated forthwith.

Note 4.— In the case of a Government servant whose appointment is made on temporary basis without a medical certificate, it is necessary to get a certificate of fitness from the appropriate Medical Authority as required by rule 15(1) and rule 11 in Appendix III. If a Government servant is found unfit for retention in service at all by the appropriate Medical Authority and if an appeal for a second medical examination from him is accepted, he should be allowed to continue in service till the verdict of appropriate Medical Authority is known. In case it is decided not to accede to his request for second medical examination or, if he is found to be responsible for causing delay in obtaining the verdict of the appropriate Medical Authority on his appeal, his services should be terminated forthwith.

Note 5.— (i) For a proper observance of the procedure in the Notes 3 and 4 above, it is necessary that intimation regarding unfitness should immediately on receipt, be communicated to the person concerned with a note that appeal, if any, must be made by the Government servant concerned, within one month of the communication of the findings of the Medical Officer and that if any medical certificate issued by the Registered Medical Practitioner is produced as piece of evidence about the possibility of an error of judgement in the decision of the Medical Officer who examined him in the first instance, the certificate must contain a note by the medical practitioner concerned to the effect that it has been given in full knowledge of the fact that the candidate has already been rejected as unfit for Government service by the Medical Officer.

(ii) In case no appeal is preferred by the Government servant within one month of the date of communication to him of the findings of the Medical Officer, his services should be terminated forthwith on expiry of the period of one month and no appeal should be allowed after expiry of that period.

12. Form of medical certificate

A medical certificate of fitness for Government service shall be in the following form :—

1. Name of candidate
2. The post to which appointed
3. Department in which appointed
4. The age according to candidate's own statement
5. Age as by appearance to the Medical Officer
6. Whether vaccinated or not
7. Left hand thumb impression of the candidate
8. Marks of identification

I certify that I have examined the abovementioned candidate and cannot discover that he/she has any disease (Communicable or otherwise), constitutional weakness or bodily infirmity, except I do not consider this a disqualification for employment in the office of as

13. Who should sign a medical certificate

Such a certificate shall be signed by the Medical Officer prescribed in rule 1 of Appendix III and in the case of females, shall be regarded as confidential.

14. A Government servant with a defect transferred to another office

When a Government servant, in whom a defect has been noticed by the examining officer, is transferred from one office to another, the duties of which are different in character, the authority competent to sign a medical certificate of physical fitness for Government service should report whether the defect will materially interfere with the discharge of his new duties by the Government servant transferred.

15. Production of medical certificate within six months in temporary employ

(1) No person, who has already completed six months' temporary (including officiating) service in the employment of Government, or who having been discharged before completing six months, is re-engaged in such service and completes six months from the date of re-engagement, shall be continued in employment without production of a medical certificate in the form given in rule 12.

(2) No person, who after completing six months' temporary service (including officiating service) in the employment of Government is discharged before the production of the medical certificate mentioned in sub-rule (1) above, shall be re-engaged without the production of such a medical certificate.

It is the responsibility of the Head of Office to see that no person under him is continued in employment after completing relevant period of service (six months or two months as the case may be) unless that person produces the required medical certificate. To meet the requirement of Audit, a certificate to the effect, that the medical certificate in the prescribed form required under sub-rules (1) and (2) above has been obtained in respect of the Government servant and that he has been declared fit, should be furnished to the ¹[*Head of the Department or Drawing and Disbursing Officer.*] Such certificate should accompany the first bill in which the pay of the Government servant is drawn after the date on which the medical certificate becomes due, or, if this cannot be done for good and sufficient reasons, to the next such bill. The procedure for furnishing this certificate in respect of Gazetted and Non-gazetted officers shall be as under :—

(a) In respect of Gazetted Government servant, certificate by the competent authority to whom the medical certificate has been submitted, should be attached to the first pay bill ;

(b) In respect of Non-gazetted Government servant, the Drawing and Disbursing Officer should furnish such certificate along with the first pay bill of the Government servant concerned.

(3) When a person who has produced the medical certificate required under rule 11 is discharged from Government service and is re-engaged, a fresh medical certificate need not be produced by him if the re-engagement takes place within the period of six months from the date of the medical certificate already produced. In such a case, the period between the date of discharge and the date of re-engagement will not be treated as a break for the purposes of rule 11.

¹ The provision is substituted with effect from 1st January 1990 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

(4) If a Government servant is subsequently appointed to any higher post, fresh medical examination, by appropriate medical authority and in accordance with standard prescribed for the post, shall be necessary except in cases where the medical examination already undergone at the time of initial appointment was of the same standard and by the same medical authority as prescribed for the new appointment or where the new appointment is by way of promotion in the same line of promotion and against promotion quota of vacancies.

Exception.—In the case of Government servants in ¹[*Group C*] Secretariat service, in reckoning the period of six months, broken periods of service of less than six months should be counted.

16. Entry in service book about medical examination

The fact that a Government servant is medically examined and found fit should be recorded in his service book as soon as a certificate is produced and the medical certificate of fitness should be kept in safe custody along with the other documents connected with his service career.

17. Invalid pensioner must produce certificate from a Medical Committee before re-employment

No person invalidated from Government service should be re-employed except on the strength of a certificate from a Medical Committee. The Committee should invariably include a Specialist of the disease for which the person was invalidated.

²[(18) *deleted*]

19. Condonation of disabilities when permitted and by whom

When a candidate for Government service is rejected by the Medical Officer examining him on account of any disability, except eye defects, the Director of Health Services may, upon the request of the Head of the Office, ³[*as per the advice of expert committee in the concerned field,*] condone such disabilities as are not likely to interfere with the efficiency of the candidate. ⁴[*Director of Health services shall obtain the advice of Medical Board in J. J. Group of Hospital in this regard.*]

¹ The word is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ The provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ This provision is added *vide* Government Notificatin, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

¹[20. Acquiring of a lien

A Government servant who is confirmed in the post or cadre of entry or who have been promoted to the higher post, declared as having completed the probation where it is prescribed, shall be considered that he acquired a lien in that post or cadre.

Note.— A person is appointed through valid recruitment procedure may be considered as a permanent employee after getting the certificate of permanency benefit.

20A. Ceasing of a lien

Unless otherwise provided in these rules, a Government servant acquires a lien on the post, any lien previously acquired by him on any other post shall be ceased.

21. Restrictions over holding of lien on posts by Government servant at same time

¹*[(1) Two or more Government servants shall not have lien on the same post, whether a permanent post or a temporary post, at the same time.*

(2) A Government servant shall not hold lien on two or more post, whether a permanent post or a temporary post, at the same time.]

(3) A Government servant cannot be appointed substantively to a post on which another Government servant holds a lien.

22. Retention of a lien

Unless his lien is suspended under rule 23 or transferred under rule 26, a Government servant holding substantively a permanent ²*[or temporary]* post retains a lien on that post—

(a) while performing the duties of that post;

¹*[(b) While on foreign service or on deputation or officiating in another post;]*

(c) during joining time on transfer to another post, unless he is transferred substantively ³*[under rule 27]* to a post on lower pay, in which case lien is transferred to the new post from the date on which he is relieved of his duties in the old post ;

¹ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² These words are inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ These words and number are inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

¹*[(d) while on granted leave;]*

(e) While under suspension.

Note.— A Government servant confirmed in a permanent post, ²*[or temporary]* post which is subsequently held in abeyance (because it is not required for active duty) continues to hold a lien on that post during the period the post is held in abeyance.

23. Suspension of a lien

(1) A competent authority shall suspend the lien of a Government servant on a permanent ²*[or temporary]* post which he holds substantively if he is appointed ³*[]*—

(a) to a tenure post, or

(b) provisionally, to a post on which another Government servant would hold lien had his lien not been suspended under this sub-rule.

(2) A competent authority may, at its option, suspend the lien of a Government servant on ⁴*[permanent or temporary post which he holds substantively, if he is appointed on deputation or foreign service and if in any]* of these cases there is reason to believe that he will remain absent from the post on which he holds a lien for a period of not less than three years.

Note.— When it is known that a Government servant on ⁵*[appointed on deputation or in foreign service]* is due to retire on superannuation within three years of his transfer, his lien on his cadre post cannot be suspended.

(3) Notwithstanding anything contained in sub-rule (1) or (2) of this rule, a Government servant's lien on a tenure post may in no circumstances be suspended. If he is appointed substantively to another permanent post, his lien on the tenure post must be terminated.

¹ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² These words are inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ The words are deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁵ These words are substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

(4) If a Government servant's lien on the post is suspended under sub-rule (1) or (2) of this rule, the post may be filled substantively, and ¹[*such appointment shall be called temporary appointment and the Government servant appointed on that post is entitled to provisional lien on that post and that lien shall be suspended under sub-rule (1) and not under sub-rule (2).*]

²[*Provided that, the Government servant whose lien is suspended under sub-rule (1) or sub-rule (2), returned to the post, the arrangement shall be reversed as soon as the suspended lien revives.*]

Note 1.—This sub-rule also applies if the post concerned is a post in a selection grade of a cadre.

³[*Note 2*] *deleted*

⁴[(5)] *deleted*

⁵[(6) *A Government servant's lien which has been suspended under sub-rule (2) of this rule shall not revive because the Government servant takes leave, if there is reason to believe that he will, on return from leave, continue to be on deputation or on foreign service and the total period of absence on duty will not fall short of three years or that he will hold substantively a post of the nature specified in clause (a) or (b) of sub-rule (1).*]

24. Suspension of the lien retrospectively and consequential promotion

When suspension of the lien of a Government servant is sanctioned under sub-rule (2) of rule 23, it is permissible retrospectively from the date he is deputed ⁶[] or transferred to foreign service, ⁶[] from any subsequent date; but whether provisional ⁶[] promotions should be given from that date or from any subsequent date is a matter which is entirely at the discretion of the authority whose duty is to fill up the post if permanently vacant.

¹ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This proviso is added *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ This note is deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ This provision is deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁵ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁶ These words/provision are deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

¹**25. Period of retention of lien for appointment from one Government Office to another Government Office.**—(1) A State Government servant who has acquired lien, is selected in Central Government service or State Government service, is allowed to resume to new post by relieving order, his lien shall continue in original post of State Government for two years:

Provided that, before issuing the relieving order, the undertaking from the concerned Government servant may be taken that he is fully aware that his lien will be retained for two years and after that period his lien will be terminated:

Provided further that, a Government servant shall retain lien for two years of a post he was holding substantively even if he had not requested for retention of lien while submitting his Technical Resignation. The parent Department shall clearly mention in office order that he will retain his lien for two years while relieving such Government servant.

(2) If such Government servant is reappointed to the original post as per the admissible lien period, his seniority shall be fixed in that cadre from the date he joined in the Cadre and the provisions of the Maharashtra Civil Services (Regulation of Seniority) Rules, 2021 shall be applicable to him and he shall not be entitled for benefits of seniority of the original posts :

Provided that, if in the cadre the post is not available, the junior most Government servant in that cadre shall be reverted.

25A. When lien is terminated.—(a) When a Government servant, who has acquired the lien in original post, is joined in other services other than the State Government or Central Government (*viz.* Private Institute, Local Body, Corporation, Municipality, etc.), he shall not be entitled to retain his lien in the Government service.

(b) If the Government servant is selected in other services of the State or Central Government and he tenders his resignation to join that post and if his resignation is accepted, in that case, the lien of such Government servant on an original post of the State Government shall be terminated.

(c) Where a Government servant has absorbed to other service of the Government, from the date of absorption his lien in original post shall be terminated.]

¹ This provision is substituted *vide* Government Notificaiton, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

26. Transfer of the lien to another post

Subject to the provisions of the rule 27, a competent authority may transfer to another permanent post in the same cadre the lien of a Government servant who is not performing the duties of the post to which the lien relates, even if that lien has been suspended.

¹[27. When a transfer of Government servant who has acquired a lien in a post to other post carrying less pay is permissible]

(1) A Government servant may be transferred from one post to another, provided that, except—

- (a) on account of inefficiency or misbehaviour, or
- (b) on his written request, or
- (c) in anticipation of the abolition of the post on which he holds a lien, or
- (d) where the medical certificate granted under Maharashtra Civil Services (Pension) Rules, certifies the person to be fit for service of a less laborious character than that which he has been performing,

a Government servant shall not be transferred substantively to, or, except in a case covered by rule 56 of Maharashtra Civil Services (Pay) Rules, 1981 appointed to officiate in a post carrying less pay than the pay of the permanent post on which he holds a lien, or would hold a lien, had his lien not been suspended under rule 23.

(2) Nothing contained in sub-rule (1) of this rule or in sub-rule (30) of rule 9 shall operate to prevent the re-transfer of a Government servant to the post on which he would hold a lien, had it not been suspended in accordance with the provision of sub-rule (1) of rule 23.

28. Date from which pay and allowances take effect

Subject to any exceptions specifically made in these rules, a Government servant commences or ceases to be entitled to the pay and allowances of a post with effect from the date on which he assumes or relinquishes charge of the duties of that post, if he assumes or relinquishes charge of those duties in the forenoon of that day; otherwise from the following day.

Exception.—For a period of not more than three days spent by a direct recruit to the post of a Deputy Engineer in taking over charge of his post on first appointment, he should be granted his grade pay excluding any special pay or allowance (but including dearness allowance) to which he would be entitled on assumption of complete charge.

¹ The title Note is substituted *vide* Government Notification., F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

29. Relieving Government servant to intimate probable date of joining to the Government servant to be relieved

Every relieving Government servant is responsible for informing the Government servant to be relieved, at the earliest possible moment, of the date when he will be in a position to receive charge, and it is the duty of the Government servant to be relieved to be in readiness to deliver charge on that date.

30. How the date of handing over charge is determined

When more than one day is occupied in making over charge, the last day should be entered in the report, and an explanation should be submitted.

31. Charge must be handed over at the headquarters, both relieved and relieving Government servants to be present

Except as otherwise provided below, the charge of a post must be made over at the headquarters, both the relieving and relieved Government servants being present—

(a) Permission may be granted to a Government servant serving in Vacation Department to make over charge of a post elsewhere than at its headquarters, excepting to a Head of an Institution under the Education Department. In such cases the amount of travelling allowance claimed by Government servant concerned shall not exceed the amount admissible to him while on transfer.

(b) For special reasons which must be expressed on the face of the order and be of a public nature, a competent authority may permit the charge to be made over elsewhere.

(c) In exceptional circumstances, which should be recorded, a competent authority may permit the charge of a post to be made over in the absence of the relieved Government servant by letter or by telegram at or outside the headquarters of the post.

(d) In case of persons who are permitted to combine vacation with leave, the following procedure may be followed :—

Before proceeding on leave to which he has been allowed to prefix vacation, a Government servant should sign a charge report making over charge with effect from the date on which his leave commences and hand over the report to a responsible member of his office staff with instructions to deliver it for signature to his successor on the latter's arrival to take over the duties of the post. Similarly, when

a Government servant is permitted to affix vacation with leave the Government servant, who was officiating during the leave, should at the commencement of the vacation, sign a charge report making over the charge from the beginning of the vacation and hand over the report to a responsible member of his office staff for delivery to his successor on the latter's return at the close of the vacation. ¹[] The term "vacation" in this exception includes holidays.

Instruction.—It shall be permissible for a Government servant to take over charge on a public holiday provided the procedure laid down in this rule is followed and the charge is handed over by the relieved officer in person; provided further that taking over of charge does not involve handing over and taking over cash and securities.

Note.— See rule 48 of Maharashtra Civil Services (Pay) Rules, 1981.

32. How the date of promotion is determined

The promotion of a Government servant from a lower to a higher post, his duties remaining the same, takes effect from the date on which the vacancy occurs, unless it is otherwise ordered. But when the promotion involves the assumption of a new post with enlarged responsibilities, the higher pay is admissible only from the date on which the duties of the new post are taken.

²*[Provided that, if deemed date is given, then that Government servant's pay shall be fixed notionally from the date of deemed date given to him, accordingly pay shall be drawn from the date of actual holding the charge of that post.]*

33. Provident ³[fund, Insurance scheme] and other funds ³[or schemes]

A Government servant may be required to subscribe to a Provident ³[Fund, Insurance scheme] or other similar fund ³[or schemes] in accordance with such rules as Government may by order prescribe.

⁴*[Note : Provision of Provident Fund is not applicable to those who joined in the Government Service on or after 1st November, 2005.]*

¹ These words are deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021 with effect from 1st January, 1990.

² This proviso is added *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ These words are inserted *vide* Government Notification, F.D., No. GCS-1080/CR-44/SER-9, dated 15th March, 1982.

⁴ This note is added *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

34. Whole time of a Government servant to be at the disposal of Government

Unless in any case it be otherwise distinctly provided, the whole time of a Government servant is at the disposal of Government and he may be employed in any manner required by the proper authority, without a claim for additional remuneration, whether the services required of him are such as would ordinarily be remunerated from the Consolidated Fund of India or of a State or from the revenues of local fund, or from the funds of a body incorporated or not, which is wholly or substantially owned or controlled by the Government.

CHAPTER IV—MAINTENANCE OF RECORD OF SERVICE

35. Maintenance of service record of Gazetted Government servant

¹[(1) A record of the services and leave of each Gazetted Government servant, whose pay and allowances are drawn by the Head of Office, shall be maintained by the Head of the Office.

(2) The services and leave record of the Head of Office shall be maintained by Controlling Authority.

(3) The service record and leave record of Officers of All India Services and Head of the Office shall be maintained by the Administrative Department.]

36. Maintenance of service record of Non-gazetted Government servant

A service book in the prescribed Form in Appendix IV should be opened in duplicate for every Non-gazetted Government servant free of charge on his being appointed substantively or in an officiating capacity to a permanent post or appointed to hold a temporary post in Government service for the first time with the following exceptions :—

(a) Government servants, the particulars of whose service are recorded in a history of services or a service register maintained by an Audit Officer;

(b) Government servants officiating in posts or holding temporary posts, who are recruited for purely temporary or officiating vacancies not likely to last for more than one year and are not eligible for permanent appointment;

(c) Housemen, Registrars, Clinical Assistants, Resident Pathologists and Resident Trainee Anaesthetists in the Medical Department;

(d) Policemen of rank not higher than that of Head Constable;

(e) Prohibition and Excise constabulary staff;

(f) Forest Guards;

(g) ²[Group D] servants of all sorts.

One copy should be kept in the custody of the Head of the Office in which the Government servant is serving, and transferred with him from office to office; the other copy should be given to the Government servant concerned. In the case of the copy kept in the custody of Head of the Office, it is his duty to see that all entries are duly made and attested.

¹ This provision is substituted with effect from 1st January 1990 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² The word and letters are substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

Instruction.—While handing over the duplicate copy of the service book to the Government servant it should be impressed on him that he should verify that the entries made therein are correct and attested by the Head of the Office and he should also ensure that all subsequent entries are made in the duplicate service book which should be attested by the officer competent to do so. For this purpose he should submit his copy of the service book when an occasion arises for making a fresh entry and he should carefully see that entries in both the books tally and are up-to-date.

The Head of Office shall also obtain a declaration each year from each Government servant for whom a service book is maintained, to the effect that he has carefully gone through the entries made in his duplicate service book and has satisfied himself that all the relevant entries are made therein and that they are up-to-date. A certificate to the effect that he has obtained declarations as above should be submitted by the Head of Office to his next superior officer by the end of every September.

37. Maintenance of service rolls

A service roll, free of charge, as described in rule 46, must be maintained for every other class of permanent, temporary or officiating Non-gazetted Government servants, for whom no service book is necessary except the Government servants mentioned in exceptions (a) and (b) under rule 36. One copy should be kept in the custody of the head of the office in which the Government servant is serving, and transferred with him from office to office, the other copy should be given to the Government servant concerned. In the case of the copy kept in the custody of the head of office, it is his duty to see that all entries are duly made and attested.

Instruction.—The instruction below rule 36 should be followed in respect of service rolls also.

38. Procedure for writing the events and recording the date of birth in the service book

(1) In the service book every step in a Government servant's official life, including temporary and officiating promotions of all kinds, increments and transfers and leave availed of should be regularly and concurrently recorded, each entry being duly verified with reference to departmental orders, pay bills and leave account and attested by the Head of the Office. If the Government servant is himself the Head of an Office, the attestation should be made by his immediate superior.

¹(2) *After the commencement of the Maharashtra Civil Services (General Conditions of Services) (Amendment) Rules,2021 while recording the date of birth, the following procedure shall be followed :—*

(a) Every person newly appointed in the service or a post under Government shall, at the time of the appointment, declare his date of birth according to the Gregorian calendar with confirmatory documentary evidence. Where prescribed qualification for appointment is Matriculation or above in such cases Matriculation Certificate shall be treated as valid document. In other cases, Birth Certificate issued by Local bodies or Certificate from the recognized school last attended shall be treated as a valid document. He shall give undertaking in Appendix-5-A for his date of birth.

Note.— At the time of appointment of a person in Government service, the undertaking for date of birth shall be obtained from the concerned employee for recording the date of birth in his service book. The undertaking shall be kept in his service book and in personal file. After recording the date of birth on the first page in the service book his signature will be obtained in the column of signature of Government servant with date.

(b) After an entry of date of birth is recorded in a service book no alteration of the entry shall be allowed, unless it is known, that the entry was due to want of care on the part of some person other than the person in question or is an obvious clerical error :

Provided that, for the contingencies specified in this clause, the application shall not be entertained after a period of one year commencing from the date of his entry in the Government service.

Instructions.—(1) If the Government servant applies to change the date of birth, the Head of Office shall verify that the date of birth mentioned in the documents submitted as per the clause (a) of sub-rule (2) of this rule, by the concerned Government employee at the time of appointment to the office, for recording date of birth and the actual entry of date of Birth recorded in the service book are different.

(2) If a discrepancy is noticed in record as per the instruction (1), the Head of department shall record the correct date of birth as per the provisions of clause (a) of sub-rule (2) of this rule.

¹ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

(3) Officers of a rank not lower than the Principal District Officer in the Department concerned may correct errors in the service book ¹[*excluding cases of amendment in the date of Birth entry*] which are obviously clerical. Cases in which the correctness of the original entry is questioned on other grounds should be referred to a competent authority.

(4) Finger-prints of a Government servant who is not literate enough to sign his name in English, Hindi or Marathi should be recorded in the column headed “Personal marks of identification” in the service book itself. The impressions should not be taken on separate slips of paper and pasted to the service book.

Exemptions.—When a military employee is transferred to a civil department and assumes a civilian status or when a military employee discharged from the army without earning a pension is employed in a post in a civil department in which his military service counts towards pension, the date of birth to be entered in his service book or roll shall be either that entered by the Military Authorities in his form of attestation when he first joined the army or, if at the time of attestation he stated only his approximate age, the date arrived at by deducting the number of years representing his age from his date of appointment.

Note 1.— The latest discharge certificate (printed as Appendix V) issued to military employees on release of discharge does not provide for the age on the date of attestation or enrolment. It does, however, provide inter alia for (i) age at the time of completion of the certificate and (ii) date of enrolment. In such cases the age at the time of enrolment (attestation) should be worked out as indicated below :—

- (a) Calculate the difference between (i) the date of Commanding Officer’s signature (vide space provided below serial No.8 in the certificate) and (ii) the date of enrolment;
- (b) Deduct the period calculated as per (a) above from the age at the time of completion of the certificate (the date of the completion of the certificate vide serial No.2 in the certificate).

Once the age at the time of enrolment is calculated the date of birth should be calculated as per the exemptions above.

Note 2.— Cases in which the date of birth has been deduced by any other method, from the age at appointment or attestation, or cases in which Government have passed specific orders accepting a particular date of birth, need not be re-opened.

¹ This provision is inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

39. Reasons for reduction, removal etc. to be stated in the service book

When a Government servant is reduced to a lower post, removed, or dismissed from service or suspended from employment, the reason for the reduction, removal, dismissal or suspension, as the case may be, should always be briefly stated thus “Reduced for inefficiency” “Reduced owing to revision of establishment”, etc. The Head of the Office should make efficient arrangement for these entries being made with regularity. This duty should not be left to the Non-gazetted Government servant concerned.

40. Personal certificates of character not to be entered in the service book

Personal certificates of character should not, unless the Head of the Department so directs, be entered in a service book.

41. Service books to be shown to Government servants by Head of Office

It shall be the duty of every Head of Office to initiate action to show the service books to Government servants under his administrative control every year and to obtain their signature therein in token of their having inspected the service books. A certificate to the effect that he has done so in respect of the preceding financial year should be submitted by him to his next superior officer by the end of every September. The Government servants shall inter alia, ensure before affixing their signature that their services have been duly verified and certified as such. In the case of a Government servant on foreign service, his signature shall be obtained in his service book after the ¹[Head of Office] has made therein necessary entries connected with his foreign service.

42. Completion and movement of service book on ²[deputation or foreign service or] transfer

When a ³[] Government servant is transferred, from one office to another ²[on transfer or deputation or foreign service], the necessary entry of the nature and reason of the transfer should be made in his service book in the office from which the Government servant is transferred and the service book after being duly verified to date and attested by the Head of the Office, should

¹ This provision is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021 with effect from 1st January, 1990.

² These words are inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ These words are deleted with effect from 1st January 1990 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

be forwarded to the Head of the Office to which the Government servant has been transferred. The service book will thereafter be maintained in that office. If he finds any error or omission in the book on receipt, he should return it to the forwarding officer for the purpose of having the error rectified or the omission supplied before the service book is taken over by him. The service book should not be made over to the ¹[] Government servant who has been transferred.

43. Events in foreign service ²[or on deputation] to be entered in the service book of ³[Government servant by Head of Office.]

When a ¹[] Government servant is transferred to foreign service ²[or on deputation], the Head of the Office or Department should ¹[] return it after noting therein over his signature the orders sanctioning the transfer and such particulars regarding the effect of the transfer in regard to leave admissible during foreign service ²[or on deputation], as he may consider to be necessary. On the Government servant's proceeding on leave from foreign service ²[or on deputation], or on his retransfer to Government service ³[the Head of Office] will then note in it over his signature, all necessary particulars connected with the leave or retransfer to Government service, including the fact of recovery of leave and pensionary contributions. No entry relating to the time spent in foreign service ²[or on deputation], may be attested by any authority other than the ³[the Head of Office]

44. Service book of a Non-gazetted Government servant officiating in a Gazetted post is to be maintained by the Head of Office in which he is working as a Gazetted Officer

When a Non-gazetted Government servant is officiating in a Gazetted post, his service book should be maintained and kept by the Head of the Office in which he is working as a Gazetted Officer. The dates of promotion to and reversion from the Gazetted post, the changes in pay from time to time in the Non-gazetted post should be entered in the service book after ascertaining the same from the parent office, on the establishment of which he holds a lien on a Non-gazetted post. On his confirmation in the Gazetted post, the service book duly completed upto the date of confirmation should be forwarded to the ⁴[] Officer who maintains the record of his service under rule 35.

¹ These words are deleted with effect from 1st January 1990 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

² These words are inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ This provision is substituted with effect from 1st January 1990 *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ The word is deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

45. Annual verification of service books and service rolls

The service books and service rolls (except in the case of police head constables and constables) in each office should be taken up for verification in May of every year by the Head of the Office. After satisfying himself that the services of the Government servant concerned are correctly recorded in his service book and service roll in conformity with these rules, he would record therein a certificate over his signature to the effect that the services have been verified upto the end of the preceding financial year from pay bills, acquaintance rolls and similar records to be specified. If there is any portion of service that cannot be verified from office records distinctly the Head of the Office should state that for the excepted periods, which should be specified, a statement in writing by the Government servant as well as a record of the evidence of his contemporary employees is attached to the book.

Note.— At the time of forwarding service book to Government to which a person is transferred, it should be certified in the service book what service counts for pension in the light of the facts known then.

46. Maintenance of service rolls in respect of policemen

¹[In the cadre of policemen of rank not higher than that of head constable, the service roll shall be maintained for each district by the concerned Police Commissioner, Superintendent of Police and Commandant, State Reserve Police Force or Unit In-charge, as the case may be,]in which the following particulars should be recorded for each man in the constabulary holding substantively a permanent post and for each man in constabulary officiating in a post or holding a temporary post, who is not recruited for a purely temporary or officiating vacancy for a short period and who is eligible for permanent appointment :—

- ¹[(a) Name of the Unit:
- (b) Designation, Bakkal Number:
- (c) Name, Father's Name, Surname:
- (d) Native Place and Full Present Address:
- (e) Religion, Caste, Sub-Caste and Caste Validity Certificate-enclosed documentary evidence from which the entry is recorded:
- (f) (i) Date of Birth with documentary evidence from the entry is recorded. (Enter correct date of retirement and obtain the signature of concerned employee on the record) :

¹ This provision is substituted *vide* Government Notification, F.D. No. MCS-2019/CR. 19/SER-6, dated 30th December 2021.
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- (ii) Height, Chest :
- (iii) Marks of Identification :
- (iv) Physical Fitness-New roll No., date :
- (v) Mother Tongue :
- (vi) Educational Qualification :
- (vii) Candidate's Signature/Finger print of left thumb :

(g) *Date of Promotion/Reversion (as per the seniority and service details to the post of Police Naik and Police Hawaldar in the chain of promotion):*

¹*[(h) Awards, Punishment and Confidential remarks (sheet remarks) with the date and number of order. (Instruction given by Office of the Director General of Police may strictly observed) :*

(i) Absence with leave or without leave, date of order and number and period :

(j) Training in service, performance in Police Training Institute :

(k) Break in service, Date and Period :

(l) Other incident which may adversely affect on the pension amount :]

²*[The service roll must be checked as prescribed in rule 473 of the Maharashtra Police Manual, Vol. I, and every entry in it must be signed by the concerned Police Commissioner or Superintendent of Police or Commandant or State Reserve Police Force, as the case may be.*

From this roll the necessary statement of service of every personnel for pension shall be prepared. Additional proofs shall be collected in respect of any service, rendered in the Department of State or Central Government before joining Police Department in the constabulary which the personnel has requested to count.]

47. Inspection of service books and service rolls

It is the duty of officers inspecting subordinate offices to inspect the service books and service rolls maintained there. They should see that they are maintained up-to-date, that entries are properly made and attested, that verification has been properly carried out, that the necessary statements and

¹ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

evidence secured and verification certificates have been properly recorded by the Heads of the Offices.

48. Service book not to be returned to Government servant on cessation of service

The service book or service roll should not be returned to the Government servant on retirement, resignation or discharge from service.

49. Extract to be given to insurance companies from service records

Heads of Departments may at their discretion furnish to Life Insurance Corporation, on request, extracts from service records of a Government servant relating to his date of birth, name, father's name, place of residence, race, place and designation of employment, date of appointment and personal marks of identification.

**CHAPTER V—PATENTS TO GOVERNMENT SERVANTS ENGAGED
IN SCIENTIFIC AND TECHNICAL RESEARCH**

50. Restriction for obtaining the patent for an invention made by Government servant

A Government servant whose duties involve the carrying out of scientific of technical research shall not apply for or obtain, or cause or permit any other person to apply for or obtain, a patent for an invention made by such Government servant save with the permission of Government and in accordance with such conditions as Government may impose.

Note.—The general instructions issued in this connection are contained in Appendix. VI.

51. Decision of Government is final on the application of rule 50

If a question arises whether rule 50 applies to a Governments servant, the decision of Government shall be final.

CHAPTER VI—REPEAL AND SAVING**52. Repeal and Saving**

The corresponding rule in the Bombay Civil Services Rules, 1959, as in force in the State of Maharashtra immediately before the commencement of these rules are hereby repealed in so far as they provide for any of the matters contained in these rules :

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

APPENDICES

APPENDIX I
(See rule 7)

Authorities to whom powers under Maharashtra Civil Services (General Condition of Services) Rules, 1981, have been delegated by Government

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
1	*[9(14) (f)				
1	*[9(14) (f)	<i>Power to regularise the full period of Compulsory waiting as duty</i>	<i>Appointing Authority</i>	<i>Full powers</i>	<i>Subject to the observance of following conditions : (i) The appointing authority shall certify that delay in posting is due to administrative reason. Reasons for such delay shall be mentioned in the order. (ii) Delay for posting exceeding 15 days due to the reason other than the administrative reason in such cases the amount of pay and allowances shall be recovered from the Government officers responsible for such delay.]</i>

* *Vide* Government Notification, Finance Department No. MCS-1008/CR-12/SER-6, dated 27th February, 2009 For entry I, the above entry shall be substituted and shall be deemed to have been substituted with effect from the 2nd June, 2003.

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
1	9(14) (f)	Power to regularise the full period of Compulsory waiting as 'duty'	* [(a) For Group 'A' and Group 'B'.— <i>The Secretary of the respective Administrative Department.</i> (b) For Group- 'C' and Group 'D'.— <i>The respective Appointing Authority.</i>]	Full powers	Subject to the observance of following conditions : (i) The appointing authority shall certify that delay in posting is due to administrative reason. Reasons for such delay shall be mentioned in the order. (ii) Delay for posting exceeding 15 days due to the reason other than the administrative reason in such cases the amount of pay and allowances shall be recovered from the Government officers responsible for such delay.]
2	9 (35)	Power to appoint a Government servant to officiate in a vacant post on which no other Government servant holds a lien.	(i) Any authority which has power to make substantive appointment to the post. (ii) Regional Deputy Directors of Technical Education.	Full powers Full powers.	

* The words "Appointing Authority" substituted as above vide Government Notification No. SANKIRN-2015/CR 27/Service-6, dated 3rd March 2016.

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
3	9 (35)	Power to— (a) make officiating appointment for four months of *[Group B] Officers and General State Service Officers of equivalent rank ; and (b) to transfer officers of the above category. (c) power to notify such orders in the Maharashtra Government Gazette.	All Heads of Departments excluding Regional Heads of Department.	Full powers.	Subject to the observance of following condition :— (i) appointment are made in accordance with Select List approved by Government, (ii) transfers and appointment are intimated to Government within a <i>fortnight</i> of the issue of the orders, (iii) the transfers and appointment are approved by Government within a period of six <i>months</i> from the date of issue of orders, (iv) if the appointments ordered by the Heads of Departments are not approved by Government within a period of <i>six month</i> from the date of issue of the orders, they would be automatically rendered invalid. The transfers would, however, continue to be effective, pending receipt of Government's approval, (v) except in cases where the transfers do not involve change of headquarters, an officer who has put in less than two years service at the same station should not be transferred without obtaining the prior approval of Government giving special reasons for such transfer,

* The words in column 3 is substituted *vide* Government Notification No. F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
					(vi) the appointments, transfers are duly notified in the <i>Maharashtra Government Gazette</i> by the Heads of Department.
4	<i>*[9 (35)]</i>				
5	13 [Rule 1(i) in Appendix III]	Power to dispense with a certificate or accept a certificate signed by any female medical practitioner in the case of a female candidate for Government service.	Heads of Department	<i>**[Group D posts under their control]</i>	
6	13 [Rule 1(ii) in Appendix III]	Power to accept a certificate signed by any medical officer irrespective of his rank, in the case of a candidate, for appointment <i>***[to Group-D posts]</i> .	Officers of rank not lower than the Collector or District Judge, including the Commissioner of Police, <i>[Mumbai]</i> the Chief Metropolitan Magistrate, <i>[Mumbai]</i> , the	All such posts to which appointments can be made by them.	

* The provision is deleted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

** The column 5 is substituted *vide* Government Notification No. F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

*** The words and figure in column 3 is substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
7	23	Power to suspend a lien	<p>Chief Judge of the Court of Small Causes, <i>[Mumbai]</i>, and the Director of Social Welfare.</p> <p>(i) All Heads of Departments.</p> <p>(ii) The Regional Deputy Directors of Technical Education.</p> <p>(iii) Director, Government Printing and Stationary, <i>[Mumbai]</i>.</p> <p>(iv) Managers of Government Presses.</p>	<p>Full powers in respect of Government servants whom they can appoint.</p> <p>Full Powers in respect of Government servants whom they can appoint.</p> <p>Non-gazetted staff excluding supervisory posts.</p> <p>Non-gazetted staff excluding supervisory posts.</p>	<p>They may redelegate this power to their subordinate Gazetted officers incharge of administration in their own offices subject to the fulfilment or requirements and/or orders in this regard.</p> <p>They may redelegate this power to their subordinate Gazetted officers incharge of administration in their own offices subject to the fulfilment or requirements and/or orders in this regard.</p>

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
8	26	Power to transfer a lien from one post to another.	Authorities competent to fill the posts substantively when they fall vacant	Full powers in respect of Government servants whom they can appoint.	
9	31	Power to permit charge being made over elsewhere than at headquarters.	(i) Heads of Departments. (ii) Assistant/ Deputy Collectors.	In respect of Government servants subordinate to them whose transfer has been ordered by an authority not higher than that of Government. In respect of Non-gazetted Government servant transferred from or to the office of an itinerating officer.	

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
			(iii) Deputy Inspector General of Police, C.I.D. and Superintendent of Police.	In respect of Police officers of and below the rank of Inspector, provided the place where the charge is actually transferred is also within their jurisdiction.	
¹ (10) 10	38(2) (f) 38(2) (f)	*[<i>Power to make correction in date of birth originally entered in the service book, within five years from the entry into service of a Government servants.</i>	(i) <i>In cae of Non-Gazetted Government servant—Head of Department.</i> (ii) <i>In case of Gazetted Government servant—Administrative Department of Mantralaya in consultation with the General Administration Department.</i>	Full powers Full powers	<i>Subject to the orders issued by Government from time to time.]</i>

* *Vide* Government Notification, Finance Department No. MCS-1008/CR-12/SER-6, dated 27th February, 2009 entry 10, shall be substituted.

Serial No.	No. of rule	Nature of power	Authority to whom the power is delegated	Scope	Remark
(1)	(2)	(3)	(4)	(5)	(6)
10	38(2) (f)	Power to make correction in date or birth originally entered in the service book, within <i>**[one year]</i> from the entry into service of a Government servants.	(i) In case of Non-Gazetted Government servant—Head of Department. (ii) In case of Gazetted Government servant—Administrative Department of Mantralaya in consultation with the General Administration Department.	Full powers Full powers.	<i>** [Head of the Department or Competent Authority, who can appoint Government servant, subject to the orders issued by Government, from time to time.]</i>

** The word in column 3 and the provision in column 6 is substituted vide Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

APPENDIX II

[See rule 9(22)]

**List of Officers who are to be deemed as “Heads of Departments”
for the purpose of various sets of the Maharashtra
Civil Services Rules**

Sr.No. (1)	Department (2)	Heads of the Department (3)
¹[	Food, Civil Supplies and Consumer Protection Department	1. Secretary to Government. 2. All Divisional Commissioners. 3. All District Collectors. 4. Chairman, State Consumer Redressal Commission, Mumbai. 5. Controller of Legal Metrology, Mumbai. 6. Controller of Rationing and Director of Civil Supplies, Mumbai. 7. Financial Advisor and Deputy Secretary, Mumbai. 8. Joint Secretary/Deputy Secretary and Director, Civil Supplies (Office of the Supply Commissioner), Mumbai.
2	Minority Department	1. Secretary to Government. 2. Secretary, Maharashtra State Minority Commission, Mumbai. 3. Managing Director, Maulana Azad Minorities Financial Development Corporation Limited, Mumbai.
3	Tribal Development Department.	1. Secretary to Government. 2. Commissioner, Tribal Development Commissionerate, Nashik. 3. Commissioner, Tribal Research and Training Institute, Pune. 4. Managing Director, Maharashtra State Co- operative Tribal Development Corporation, Nashik. 5. Managing Director, Shabaari Tribal Development Corporation, Nashik. 6. Additional Commissioner, Tribal Development, Thane.

¹ *Vide* Government Notification, F.D., No. MIS-2015/C.R.23/SER-6, Dated 18th April 2017 list is amended.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		7. Additional Commissioner, Tribal Development, Nashik.
		8. Additional Commissioner, Tribal Development, Amravati
		9. Additional Commissioner, Tribal Development, Nagpur.
		10. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Thane.
		11. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Pune.
		12. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Nashik.
		13. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Nandurbar.
		14. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Aurangabad.
		15. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Amravati.
		16. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Nagpur.
		17. Joint Commissioner and Vice President, Scheduled Tribe Certificate Scrutiny Committee, Gadchiroli.
4	Industries, Energy and Labour Department.	1. Secretary to Government. 2. President, Maharashtra Industrial Court, Mumbai. 3. Director, Late Narayan Meghaji Lokhande Maharashtra Labour Science Institute, Parel, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		4. Commissioner of Labour, Maharashtra State, Mumbai.
		5. Development Commissioner (Industry), Directorate of Industry, Mumbai.
		6. Director, Directorate of Government Printing Press, Stationery and Publications, Mumbai.
		7. Director, Directorate of Geology and Mining, Nagpur.
		8. Chief Electrical Inspector, Mumbai.
		9. Director, Directorate of Industrial Safety and Health, Maharashtra State, Mumbai.
		10. Director, Directorate of Boilers, Maharashtra State, Mumbai.
5	Higher and Technical Education Department.	1. Secretary to Government.
		2. Director Library, Directorate of Library, Maharashtra State, Mumbai.
		3. Director Art, Directorate of Art, Maharashtra State, Mumbai.
		4. Director, Technical Education, Directorate of Technical Education, Maharashtra State, Mumbai.
		5. Director, Higher Education, Directorate of Higher Education, Maharashtra State, Pune.
6	Skill Development and Entrepreneurship Department	1. Secretary to Government.
		2. Commissioner, Directorate of Skill Development, Employment and Entrepreneurship, Kokan Bhavan, Belapur, Navi Mumbai.
		3. Director, Vocational Education and Training, Directorate of Vocational Education and Training, Maharashtra State, Mumbai.
7	Agriculture, Animal Husbandry, Dairy Development and Fisheries Department.	1. Secretary to Government.
		2. Commissioner (Agriculture), Maharashtra State, Pune.
		3. Commissioner (Animal Husbandry), Maharashtra State, Pune.
		4. Commissioner (Dairy Development), Worli, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
8	Rural Development and Water Conservation Department.	5. Commissioner (Fisheries), Charni Road, Mumbai. 1. Secretary to Government. 2. State Project Director, Rajiv Gandhi Panchayat Sashaktikaran Abhiyan/Rashtriya Gram Swaraj Abhiyan 3. Chief Executive Officer, Maharashtra State Rural Livelihoods Mission, Navi Mumbai. 4. Director, State Management Unit, Rural Housing. 5. Chief Executive Officers, Zilla Parishad. 6. Divisional Commissioners.
9	Home Department	1. Secretary to Government. 2. Director General of Police, Maharashtra State, Mumbai. 3. Police Commissioner, Brihanmumbai. 4. Director General, Anti Corruption Bureau, Mumbai. 5. Commandant General, Home Guards, Mumbai. 6. Director, Directorate of Civil Defence, Mumbai. 7. Director, Directorate of Forensic Science Laboratories, Mumbai. 8. Director, Directorate of Prosecution, Maharashtra State, Mumbai. 9. Additional Director General of Police and Prison Inspector General, Maharashtra State, Pune. 10. President, Motor Accident Claim Tribunal, Mumbai. 11. Transport Commissioner, Maharashtra State, Mumbai. 12. Chief Executive Officer (Ports), Maharashtra Maritime Board, Mumbai. 13. Commissioner, State Excise, Maharashtra State, Mumbai. 14. General Manager, Maharashtra State Road Transport Corporation, Mumbai. 15. Director General of Police/Executive Director, Maharashtra State Police Housing and Welfare

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		Corporation Ltd., Mumbai.
		16. President, State Transport Appellate Tribunal, Maharashtra State, Mumbai.
		¹ [17. Director, Inland Water Transport.
		18. Hydrographer, Mumbai
		19. Costal Engineer.]
10	Housing Department	1. Secretary to Government.
		2. Additional Collector (Encroachment/Removal), Mumbai City, Old Custom House, Fort, Mumbai.
		3. Additional Collector (Encroachment/Removal), East Suburbans, Industrial Insurance Building, Opp. Churchgate, Mumbai.
		4. Controller (Encroachment/Removal), Office of Greater Mumbai, Administrative Building, 7th Floor, Government Colony, Bandra (East), Mumbai.
		5. President, Maharashtra Slum Area (Improvement, Clearance and Redevelopment) Tribunal, Grihnirman Bhavan, Bandra (East), Mumbai.
		6. Appellate Authority, MHADA, Grihnirman Bhavan, Bandra (East), Mumbai.
		7. Competent Authority, Greater Mumbai, New D.D.Building, 4th Floor, Old Custom House, Shahid Bhagatsingh Marg, Mumbai.
11	Water Resources Department.	1. Secretary to Government.
		2. Executive Director, Godavari Marathwada Irrigation Development Corporation, Aurangabad.
		3. Director General, Water and Land Management Institute (WALMI), Aurangabad.
		4. Executive Director, Maharashtra Krishna Valley Development Corporation, Pune.
		5. Director General, Design, Training, Hydrology, Research and Safety, Maharashtra Engineering

¹ This provisions are inserted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

APPENDIX II—*Contd.*

Sr.No. (1)	Department (2)	Heads of the Department (3)
		Research Institute, Nashik.
		6. Executive Director, Tapi Irrigation Development Corporation, Jalgaon
		7. Executive Director, Konkan Irrigation Development Corporation, Thane
		8. Executive Director, Vidharbha, Irrigation Development Corporation, Nagpur.
		9. Chief Engineer, Planning and Hydrology, Nashik.
		10. Chief Engineer, Gosikhurd Project, Water Resources Department, Nagpur.
		11. Chief Engineer, Water Resources Department, Nagpur/Pune/ Aurangabad/Amravati/Konkan Region.
		12. Chief Auditor, Water and Irrigation, Maharashtra State, Aurangabad.
		13. Chief Engineer, Special Projects (SP), Water Resources Department, Amravati.
		14. Chief Engineer, Tapi Irrigation Development Corporation, Jalgaon.
		15. Chief Engineer (Civil), Hydroelectric Projects and Quality Control, Pune.
		16. Chief Engineer, Central Design Organization, Nashik.
		17. Chief Engineer and Chief Administrator, Water Resources Department (CADA), Aurangabad.
		18. Chief Engineer, Special Projects (SP), Water Resources Department, Pune.
		19. Chief Engineer, North Maharashtra Region, Water Resources Department, Nashik.
		20. Chief Engineer (Mechanical), Water Resources Department, Nashik.
		21. Chief Engineer (Electrical), Hydroelectric Projects, Mumbai.
		22. Superintending Engineer, Krishna Water Dispute Tribunal (Special Cell), Pune.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		23. Superintending Engineer, Osmanabad Irrigation Circle, Osmanabad.
		24. Superintending Engineer, Vigilance Unit, Thane/ Nagpur/Pune/ Amravati/ Aurangabad.
		25. Superintending Engineer, Aurangabad Irrigation Circle, Aurangabad.
		26. Superintending Engineer (Dam), Design Circle, Central Design Organization, Nashik.
		27. Superintending Engineer, Nanded Irrigation Circle, Nanded.
		28. Superintending Engineer, Kukadi Irrigation Circle, Pune.
		29. Superintending Engineer, State Level Technical Advisor Committee, Nashik
		30. Superintending Engineer, Upper Penganga Project Circle, Nanded.
		31. Superintending Engineer, Koyana Design Circle, Pune.
		32. Superintending Engineer, Quality Control Circle, Pune/Nagpur/ Aurangabad.
		33. Superintending Engineer, Irrigation Projects and Water Resource Investigation Circle, Amravati.
		34. Superintending Engineer, North Konkan Irrigation Projects Circle, Thane.
		35. Superintending Engineer, Kolhapur Irrigation Circle, Kolhapur.
		36. Superintending Engineer and Joint Director, Maharashtra Engineering Research Institute, Nashik.
		37. Superintending Engineer, Bhima Canal Circle, Solapur.
		38. Superintending Engineer, Upper Wardha Irrigation Circle, Amravati.
		39. Superintending Engineer, Ratnagiri Irrigation Circle, Kuwarbav, Ratnagiri.
		40. Superintending Engineer, Gosikhurd Project Circle, Nagpur.

APPENDIX II—*Contd.*

Sr.No. (1)	Department (2)	Heads of the Department (3)
		41. Superintending Engineer, Bhandara Irrigation Circle, Bhandara.
		42. Superintending Engineer, Washim Irrigation Circle, Washim.
		43. Superintending Engineer, Kharland Development Circle, Thane.
		44. Superintending Engineer, Pune Irrigation Circle, Pune.
		45. Superintending Engineer, Buldhana Irrigation Project Circle, Buldhana.
		46. Superintending Engineer, Sangli Irrigation Circle, Sangli.
		47. Superintending Engineer (Lift Irrigation Scheme), Central Design Organization, Nashik.
		48. Superintending Engineer, Vidarbha Irrigation Development Corporation, Nagpur.
		49. Superintending Engineer, Satara Irrigation Project Circle, Satara.
		50. Superintending Engineer, Chandrapur Irrigation Project Circle, Chandrapur.
		51. Superintending Engineer, Nagpur Irrigation Circle, Nagpur.
		52. Superintending Engineer, Yavatmal Irrigation Circle, Yavatmal.
		53. Superintending Engineer (Gates), Central Design Organization, Nashik.
		54. Superintending Engineer, Pune Irrigation Project Circle, Pune.
		55. Superintending Engineer and Administrator, Command Area Development Authority, Jalgaon/ Nashik/Beed/Ahmednagar/Solapur/Nagpur/ Aurangabad.
		56. Superintending Engineer, Gosikhurd Lift Irrigation Project Circle, Ambadi-Bhandara.
		57. Superintending Engineer, Data Analysis Circle, Nashik.

APPENDIX II—*Contd.*

Sr.No. (1)	Department (2)	Heads of the Department (3)
		58. Superintending Engineer, Water Resources, E-Governance Circle, Mumbai.
		59. Superintending Engineer, Satara Irrigation Circle, Satara.
		60. Superintending Engineer, Irrigation Project Investigation Circle, Nagpur.
		61. Superintending Engineer, Maharashtra Krishna Valley Dev. Corporation, Pune.
		62. Superintending Engineer, Godavari Marathwada Irrigation Development Corporation Aurangabad.
		63. Superintending Engineer, Akola Irrigation Circle, Akola.
		64. Superintending Engineer, South Konkan Irrigation Project Circle, Oras- Sindhudurg.
		65. Superintending Engineer and Director, Directorate of Irrigation Research and Development, Pune.
		66. Superintending Engineer, Jayakwadi Project Circle, Aurangabad.
		67. Superintending Engineer, Yavatmal Irrigation Circle, Yavatmal.
		68. Superintending Engineer, Jalgaon Irrigation Project Circle, Jalgaon.
		69. Superintending Engineer, Thane Irrigation Circle, Thane.
		70. Superintending Engineer, Central Design Organization (Canal), Nashik.
		71. Superintending Engineer, Data Compilation Circle, Nashik.
		72. Superintending Engineer and Joint Director (Training), Water and Land Management Institute (WALMI), Aurangabad.
		73. Superintending Engineer, Dam Safety Organisation, Nashik.
		74. Superintending Engineer, Beed Irrigation Project Circle, Beed.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		75. Superintending Engineer, Dhule Irrigation Project Circle, Dhule.
		76. Superintending Engineer, Vidarbha Hydroelectric and Lift Irrigation Circle, Nagpur.
		77. Superintending Engineer, Construction Circle, Kolhapur.
		78. Superintending Engineer, Ghatghar (Electrical and Mechanical) Circle, Kalwa-Thane.
		79. Superintending Engineer, Koyna (Electrical and Mechanical) Design Circle, Pune.
		80. Superintending Engineer, Mechanical Circle, Nanded/Nagpur/Kolhapur/Nashik/Pune.
12	Urban Development Department.	1. Secretary to Government. 2. Director, Directorate of Town Planning and Valuation, Maharashtra State, Pune. 3. Director, Directorate of Municipal Administration, Maharashtra State, Worli, Mumbai. 4. Director, Directorate of Maharashtra Fire Services, Maharashtra State, Santacruz, Mumbai.
13	Planning Department.	1. Secretary to Government. 2. Director, Directorate of Economics and Statistics, Mumbai. 3. Deputy Commissioner (EGS), Konkan. 4. Deputy Commissioner (EGS), Pune. 5. Deputy Commissioner (EGS), Nashik. 6. Deputy Commissioner (EGS), Aurangabad. 7. Deputy Commissioner (EGS), Amravati. 8. Deputy Commissioner (EGS), Nagpur.
14	Tourism and Cultural Affairs Department.	1. Secretary to Government. 2. Director, Directorate of Archaeology and Museum, Maharashtra State, Mumbai. 3. Director, Directorate of Cultural Affairs, Maharashtra State, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		4. Director, Directorate of Archives, Mumbai.
		5. Project Director, P. L. Deshpande Maharashtra Art Academy, Mumbai.
		6. Executive Editor and Secretary, Gazetteers Department, Mumbai.
		7. Secretary, Stage Performances Scrutiny Board, Mumbai.
		8. Joint Director, Hindi Sindhi Literature Academy, Maharashtra State, Mumbai.
15	Environment Department.	1. Secretary to Government. 2. Chairman, Maharashtra Pollution Control Board, Mumbai.
16	Water Supply and Sanitation Department.	1. Secretary to Government. 2. Director, Groundwater Survey and Development Agency, Maharashtra State, Pune. 3. Member Secretary, Maharashtra Jeevan Pradhikaran, Mumbai.
17	Revenue and Forest Department.	1. Secretary to Government. 2. Inspector General Of Registration and Controller of Stamps, Maharashtra State, Pune. 3. Settlement Commissioner and Director of Land Records, Maharashtra State, Pune. 4. All Divisional Commissioners. 5. All Collectors. 6. President, Maharashtra Revenue Tribunal, Mumbai. 7. Superintendent of Stamps, Mumbai. 2[8. Principal Chief Conservator of Forests, (Head of Forest Force), M.S., Nagpur . 9. Principal Chief Conservator of Forests, (All). 10. Additional Principal Chief Conservator of Forests, (Personnel). 11. Additional Principal Chief Conservator of Forests, (Administration - Subordinate cadre). 12. Additional Principal Chief Conservator of Forests, (Independent Office).

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		13. Chief Conservator of Forests, (Independent Office).
		14. Conservator of Forests , (Independent Office) .
		15. Director General , Kundal Academy of Development, Administration and Management (Forests), Kundal.
		16. Director, Chandrapur Forest Academy of Administration, Development and Management, Chadrapur.];
18	Women and Child Development Department.	1. Secretary to Government. 2. Commissioner, Commissionerate of Women and Child Development, Maharashtra State, Pune. 3. Commissioner, Integrated Child Development Scheme (ICDS), Raigad Bhavan, C.B.D. Belapur, Navi Mumbai. 4. Member Secretary, Maharashtra State Women Commission, Grihanirman Bhavan, Bandra, Mumbai. 5. Managing Director, Mahila Aarthik Vikas Mahamandal, Mumbai. 6. Secretary, Maharashtra State, Social Welfare Board, New Administrative Building, R. C. Road, Chembur, Mumbai. 7. Secretary, Child Right Protection Commission, Worli, Mumbai.
19	Marathi Language Department.	1. Secretary to Government. 2. Director, Directorate of Languages, Mumbai. 3. Secretary, Maharashtra State Board of Literature and Culture, Mumbai. 4. Secretary, Maharashtra State Board of Production of Marathi Vishwakosh, Mumbai.
20	Maharashtra Legislature Secretariat.	1. Secretary, Maharashtra Legislature Secretariat.
21	Finance Department.	1. Secretary to Government. 2. Commissioner of ³ [Goods and Services Tax], Maharashtra State, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		3. Special Commissioner of ³ [<i>Goods and Services Tax</i>], Maharashtra State, Mumbai.
		4. Additional Director General of Police and Chief Vigilance Officer, Maharashtra State, Mumbai.
		5. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], (VAT)-1, Mumbai.
		6. Additional Commissioner of ³ [<i>Goods and Services Tax</i>] (VAT) 2, Mumbai.
		7. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], (VAT)-3, Mumbai.
		8. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], (Professional Tax), Mumbai.
		9. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], Thane Division, Thane.
		10. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], Pune.
		11. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], Kolhapur Division, Kolhapur.
		12. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], Nashik Division, Nashik.
		13. Additional Commissioner of ³ [<i>Goods and Services Tax</i>], Nagpur Division, Nagpur.
		14. Director, Directorate of Insurance, Mumbai.
		15. Director, Directorate of Accounts and Treasury, Mumbai.
		16. Director, Directorate of Local Fund Accounts Audit, Navi Mumbai.
		17. Commissioner, Small Savings and State Lottery, Mumbai.
22	Law and Judiciary Department.	1. Secretary to Government.
		2. Joint Secretary, Law and Judiciary Department, Nagpur.
		3. Joint Secretary, Law and Judiciary Department, Aurangabad.
		4. Charity Commissioner, Maharashtra State, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		5. Registrar of Partnership Firms, Maharashtra State, Mumbai
		6. Sheriff of Mumbai.
		7. Director, Judicial Officers Training Institute, Nagpur.
		8. Director, Maharashtra Judicial Academy and Indian Mediation Centre and Training Institute, Uttan, Thane.
		9. Principal Judge District and Session Court (Concerned District).
		10. Principal Judge, Family Court (Concerned District).
		11. Chief Judge, Small Cause Court.
		12. Principal Judge, Mumbai City Civil and Session Court.
		13. Chief Metropolitan Magistrate, Metropolitan Magistrate Court, Mumbai.
		² [14. Administrator General and Official Trustee, Mumbai.
		15. Advocate General, Maharashtra, Mumbai.]
23	Medical Education Department.	1. Secretary to Government.
		2. Commissioner Food and Drugs Administration, Maharashtra State, Mumbai.
		3. Director, Medical Education and Research, Mumbai.
		4. Director, Ayush Directorate, Mumbai.
		5. Registrar, Maharashtra Medical Council, Mumbai.
		6. Registrar, Maharashtra Dental Council, Mumbai.
		7. Registrar, Maharashtra Council of Indian Medicine, Mumbai
		8. Registrar, Maharashtra State Homoeopathy Council, Mumbai.
		9. Registrar, Maharashtra Council for Occupational Therapy and Physio Therapy, Mumbai.
		10. Registrar, Maharashtra State Pharmacy Council, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		11. Registrar, Maharashtra Nursing Council, Mumbai.
		² [12. Commissioner, Medical Education and Research, Mumbai.
		13. Director-Professor, Maharashtra Mental Health Institute, Pune].
24	School Education and Sports Department.	1. Secretary to Government. 2. Commissioner, Education, Maharashtra State, Pune. 3. Commissioner, Sports and Youth Services, Maharashtra State, Pune.
25	Co-operation, Marketing and Textile Department.	1. Secretary to Government. 2. Marketing Director, Directorate of Marketing, Maharashtra State, Pune. 3. Director, Textile, Maharashtra State, Nagpur. 4. Sugar Commissioner, Sugar Commissionerate, Maharashtra State, Pune. 5. Commissioner for Co-operation and Registrar, Co-operative Societies, Maharashtra State, Pune. 6. Director, Sericulture, Directorate of Sericulture, Maharashtra State, Nagpur.
26	Parliamentary Affairs Department.	1. Secretary to Government.
27	General Administration Department.	1. Secretary to Government. 2. Secretary, State Election Commission, Mumbai. 3. Director General, Directorate of Information and Public Relations, Mumbai. 4. Director General, Yashwantrao Chavan Academy of Development Administration (YASHADA), Pune. 5. Director, Sainik Welfare Department, Pune. 6. Registrar, Office of the Lok-Aayukta and Up Lok-Aayukta, Mumbai. 7. Secretary, Maharashtra Public Service Commission, Mumbai.

APPENDIX II—Contd.

Sr.No. (1)	Department (2)	Heads of the Department (3)
		8. Residential Commissioner, Maharashtra Sadan, New Delhi. 9. Secretary to Governor. 10. President, Maharashtra Administrative Tribunal. 11. Additional Chief Secretary and Chief Protocol Officer, Sahyadri/Nandgiri State Guest House, Mumbai. 12. Joint/Deputy Secretary (Protocol) cum Director, Government Transport Service, Mumbai. 13. Deputy Secretary, Mantralaya Canteen/Square Meal Canteen/Vidanbhavan Canteen, General Administration Department, Mantralaya, Mumbai. 14. Deputy Secretary, Konkan Bhavan Canteen, General Administration Department, Mantralaya, Mumbai. 15. Director, Services Preparatory Institute, Aurangabad. 16. Director, Directorate of Information Technology, Mumbai. 17. Director, Directorate of Aviation, Mumbai. 18. State Chief Information Commissioner, State Information Commission. 2[19. Commissioner, State Right to Services, Commission.]
28	Social Justice and Special Assistance Department.	1. Secretary to Government. 2. Commissioner, Social Welfare, Maharashtra State, Pune. 3. Commissioner, Disability Welfare, Maharashtra State, Pune. 4. Director, Directorate of Vimukta Jati, Nomadic Tribes, Other Backward Class and Special Backward Class Welfare, Pune.
29	Public Health Department.	1. Secretary to Government. 2. Commissioner, Health Services and Mission Director, National Health Mission, Mumbai. 3. Commissioner, State Labour Insurance Scheme, Mumbai. 4. Chief Executive Officer, Rajiv Gandhi Jeevandayi Arogya Yojana Society, Mumbai.

APPENDIX II—*Concl'd.*

Sr.No. (1)	Department (2)	Heads of the Department (3)
		5. Director, Directorate of Health Services, Mumbai.
		6. Project Director, Maharashtra Aids Control Society, Mumbai.
		² [7. Director, Health Services-1.
		8. Director, Health Services-2.]
30	Public Works Department.	1. Secretary to Government.
		2. Chief Engineer, Public Works Region, Mumbai Pune/Nashik/Aurangabad/Amravati/Nagpur.
		3. Chief Engineer, National Highway, Public Works Department, Mumbai.
		4. Chief Engineer, Special Project, Public Works Department, Mumbai.
		5. Chief Engineer (Electrical), Public Works Department, Mumbai.
		6. Chief Architect, Office of the Chief Architect, Maharashtra State, Mumbai.
		7. Superintending Engineer (Mechanical), Public Works Department, Navi Mumbai.
		8. Superintending Engineer, Design Circle, Navi Mumbai.
		9. Superintending Engineer, Vigilance Squad Circle, Mumbai.
		10. Superintending Engineer, Vigilance and Quality Control Circle, Navi Mumbai/Pune Nashik/Aurangabad/Amravati/Nagpur.
		11. Superintending Engineer, All Public Work Circles.
		12. Director, Parks and Gardens, Public Works Department, Mumbai.
		13. Director, B.D.D. Chawls, Public Works Department, Mumbai.

² This provisions are inserted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ These provisions are substituted *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

APPENDIX III

(See rule 11)

Rules for the examination of candidates as to their physical fitness

1. Candidates will be examined and certified in ¹[*Mumbai*] City by the Superintendents of Government Hospitals and in the mofussil by the Civil Surgeon of the district or Superintendent, Sassoon General Hospital, Pune, as the case may be, in which they are employed or reside for the time being or by a Medical Officer duly appointed for the purpose (vide Schedule "A" below) :—

Provided that—

(i) In the case of a female candidate, a competent authority may ²[] accept a certificate signed by ¹[*any Government female medical officer, Group-A.*]

Note.—Once a female Government servant is asked to produce a medical certificate of fitness for entry into Government service whether in permanent or temporary capacity, and has actually been examined and declared unfit, it is not open to the authorities exercising the powers to use their discretion to ignore the certificate that has been produced.

(ii) In the case of a candidate who is appointed ¹[*in Group-D cadre*] a competent authority may accept a certificate signed by any Medical Officer irrespective of his rank.

The certificate should be in the form prescribed by rule 12 in Chapter III.

(iii) Maharashtra Medical and Health Service ¹[*Group A*] Resident Medical Officers should issue physical fitness certificates of ³[*Group C and Group-D*] Government servants of this State.

2. In the case of female candidates, the examination will be confined to the general condition of health and Constitution only.

3. Medical Officers in-charge of civil stations should, when required to do so, examine successful candidates as to their physical fitness both before admission into the Training Colleges and before they are appointed to Government service.

¹ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is deleted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

Students of the Training Colleges for men and women at Pune should on admission be examined by the Maharashtra Medical Service Officer in medical charge of these institutions instead of by the Superintendent, Sassoon General Hospital, Pune, and on leaving the Colleges they should be examined as to their physical fitness by the Civil Surgeons of the districts or the Superintendent Sassoon Hospital, Pune, as the case may be, to which they are appointed.

4. Heads of Offices will furnish the candidate with a letter of cognizance stating the department and the appointment to which the candidate will be appointed and also briefly summarising the nature of the work he or she will have to perform, and making mention of any special hardships of climate, whether fatigue and the like which the candidate will have to endure. The declaration mentioned in rule 5 should be attached to the letter of cognizance, which is printed as Schedule "C" below. In cases of examination by a Medical Board, the authority furnishing the letter of cognizance may be the Head of Department, if it is not possible to get the letter signed by a Head of Office.

5. The utmost care should be exercised in furnishing certificates of physical fitness to candidates for public services, and applicants will be required by the appointing authority to declare in writing, when possible, whether they have at any time been pronounced unfit for Government employment by a duly constituted medical authority.

6. (1) The examination as to the physical fitness of candidates, except in the case of those seeking admission to departments for which special standards of physical fitness are laid down, will comprise routine examination into the health and bodily condition of candidates for the public service, with special reference to the points noted below :—

- (i) General conformation.
- (ii) The presence or otherwise of haemorrhoids or fistula.
- (iii) The presence or otherwise of hernia or weakness of the inguinal rings and canals.
- (iv) The presence of varicocele, hydrocele, or other affections of the testicle.
- (v) The presence of pyorrhoea alveolaris.
- (vi) Any evidence of venereal disease.
- (vii) The presence of Trachoma.
- (viii) Any inveterate skin disease.
- (ix) Any Tubercular disease.
- (x) A neurotic temperament.

(2) Every candidate must make the statement required below prior to his medical examination and must sign the declaration appended thereto. His attention is specially directed to the warning contained in the Note below :—

- (i) State your name in full (in block letters).
- (ii) State your age and place of birth
- (iii) (a) Have you ever had small-pox, intermittent
or any other fever, enlargement or
suppuration of glands, spitting of blood,
asthma, heart disease, lung disease, fainting
attacks, rheumatism appendicitis;
Or
(b) Any other disease or accident requiring
Confinement to bed and medical or
surgical treatment ?
- (iv) When were you last vaccinated ?
- (v) Have you or any of your near relations been
affected with consumption, scrofula, gout,
asthma, fits epilepsy or insanity ?
- (vi) Have you suffered from any form of nervousness ..
due to overwork or any other cause?
- (vii) Have you been examined and declared unfit ...
for Government service by a Medical Officer/
Medical Board, within the last three years?
- (viii) Furnish the following particulars concerning your family :—

Father's age, if living and state of health	Father's age at death and cause of death	No. of brothers living, their ages and state of health	No. of brothers dead, their ages at death and cause of death
1	2	3	4

Mother's age, if living and state of health	Mother's age at death and cause of death	No. of sisters living, their ages and state of health	No. of sisters dead, their ages at death and cause of death
5	6	7	8

I declare all the above answers to be, to the best of my belief, true and correct.

I also solemnly affirm that I have not received a disability certificate/pension on account of any disease or other condition.

Candidate's signature

Signed in my presence

Signature of Medical Officer

Note.—The candidate shall be held responsible for the accuracy of the above statement. By wilfully suppressing any information he will incur the risk of losing the appointment and if appointed, of forfeiting all claim to superannuation pension or gratuity.

7. Candidates will be required to pass the visual test laid down in the regulations as to the standards of vision, *vide* Schedule "B" below. A candidate whose standard of vision does not come up to the requirement of services specified in Annexure "A" to Schedule "B" shall be referred to the Board of Referees for assessment of their visual standard in relation to the nature of work the candidate is expected to do. The candidates declared unfit by the Board of Referees will not be eligible for appointment in Government service.

¹ [8.]

¹ [9.]

10. Candidates for the Central Police Training School must be certified by the Civil Surgeon or Superintendent, Sassoon General Hospital, Pune, ²[*or District Civil Surgeon or Medical Superintendent, Government Medical College of the District of candidate's native place*] as the case may be, to be thoroughly fit for out-door employment and free of any disease likely to interfere with their efficiency as ³[*Police Authority.*] ⁴ []

11. Candidates for the State Services should be sent for medical examination by a Medical Board, only after they are selected for appointment.

¹ This provision is deleted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is inserted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ This provision is deleted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

Note.—In case of medical examination of female candidates for gazetted appointments under Government, one of the members of the Medical Board examining such candidates should be a lady Medical Officer, possessing medical qualifications included in the Schedule to the Indian Medical Council Act, 1956.

12. Selected candidates for the posts of Maharashtra Forest Service and Maharashtra Forest Engineering Service should be examined by the Medical Board in ¹[*Mumbai*] City ²[*or District Civil Surgeon or Medical Superintendent, Government Medical College of the District of the candidate*] in accordance with the ³[] rules :—

(i) The examination as to the physical fitness of these candidates shall be such as would be required by a reputable life assurance company if the candidates wish to insure at normal rates for the full terms of their lives.

(ii) It will comprise the routine examination into the health and bodily condition of candidates for the public service as laid down in rule 6 above. (A table below is for the guidance of the medical examiners showing the minimum relative heights, weights and chest measurements, which should, as a general rule, be regarded as sufficient.)

Table showing the lowest relative heights, weights and chest measurements

	Height	Weight	Chest measure- ment		Height	Weight	Chest measure- ment
	Cm.	Kg.	Cm.		Cm.	Kg.	Cm.
(1)	152.40	44.45	81.28	(9)	172.72	56.24	87.63
(2)	154.94	45.36	81.28	(10)	175.26	58.97	88.90
(3)	157.48	46.27	82.55	(11)	177.80	61.69	90.17
(4)	160.02	47.17	83.82	(12)	180.34	63.50	91.44
(5)	162.56	48.99	83.82	(13)	182.88	67.13	93.98
(6)	165.10	50.80	85.09	(14)	185.42	69.85	96.52
(7)	167.64	52.62	86.36	(15)	187.96	73.94	101.60
(8)	170.18	54.43	86.36	(16)	190.50	79.38	101.60

¹ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is inserted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ This provision is deleted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

Note.—The Medical Board should certify in cases of candidates for the Maharashtra Forest Service and ¹[*Forest Engineering*] Service that they are fit for rough out-door work in the Forest Department. ²[*However, the concerned department has to give information of the nature of work and duties of the post while obtaining the certificate.*]

¹ [(iii) *Medical Board may certify the candidate unfit, with any deformity or who may tend to incapacity.*]

³ [(iv)
(v)]

(vi) Candidates must pass the visual test prescribed in Schedule “B” to these rules.

(vii) Cases of candidates rejected for defects or ailments, which are possibly remediable, will be reported to Government, who will decide whether re-examination shall be permitted and the date thereof.

13. Candidates for appointments to the Upper Subordinate Forest Service or ranger class will be required to produce a health certificate in the following form signed by a Commissioned Medical Officer or by a Medical Officer in charge of a civil station :—

Examination free.

Dated 20

I hereby certify that I have examined a candidate for the forest ranger’s course, and cannot discover that he has any disease, constitutional affection, or bodily infirmity. He has sound constitution, good vision and hearing, and in my opinion he is physically fit for a rough out-door life in the Forest Department.

His age is according to his own statement years, and by appearance about.....years. ⁴[]

Civil Surgeon/
Superintendent, Sassoon General
Hospital, Pune.

¹ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is inserted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

³ This provision is deleted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

⁴ This provision is deleted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

Note 1.—The medical examination of a candidate for selection to the Forest Service will be conducted free of charge, if he is armed with a letter from a forest officer not lower in rank than Divisional Forest Officer. Care should be taken by that officer that letters are given only to likely applicants.—

Note 2.—Any candidate is liable to further medical examination, if the Chief Conservator so directs.

14. Candidate for all Government scholarships tenable in England or on the Continent ¹[*or in any foreign countries*] are required to submit with their application a certificate of physical capacity to undergo the course of life and study, which they will have to follow in England, signed or countersigned by the Superintendent of one of the Government Hospitals in ²[*Mumbai*] or a Civil Surgeon of a district or Superintendent, Sassoon General Hospital, Pune as the case may be. Such candidates should, therefore, be subject to a careful medical examination by the Superintendent of a Government Hospital, ²[*Mumbai*], or the Civil Surgeon or Superintendent, Sassoon General Hospital, Pune as the case may be, and special attention should be paid to the probability of their being able to stand the English climate. A candidate for a Government scholarship should pay the usual fee for a certificate unless he is provided with a letter of authority requesting the Civil Surgeon or Superintendent, Sassoon General Hospital, Pune as the case may be, to examine him.

15. Candidates for any special department of Government service, having special standards of physical fitness, must be provided with, and present a copy of any such special standards to the examining officer.

16. Medical Officers who are in doubt about the fitness of a candidate should refer the whole case to the Director of Health Services, ²[*Mumbai*], who will decide whether the candidate should be examined by another Medical Officer or by Medical Board.

17. If in the opinion of the Medical Officer/Medical Board, a candidate is unfit he/they shall issue to such candidate a certificate in the following form :—

“I/We consider (name of the candidate) to be temporarily/permanently unfit for employment as on account of

¹ This provision is inserted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

* In my/our opinion, the candidate should be fit to appear for re-examination by (date) and he should appear with a fresh letter of cognizance for re-examination.”

Note.— ¹[*Except Honourable Court and the concerned candidate, no other person/body is entitled to a copy of the report or the detail findings of a Medical Board.]*

18. Candidates pronounced unfit, except on grounds of visual test, shall with the permission of the Head of the Office concerned, be entitled to appeal to the Director of Health Services, ¹[*Mumbai*], together with medical certificate, if any, produced as a piece of evidence as provided in note 5 of rule 11 of Maharashtra Civil Services (General Conditions of Services) Rules, 1981, within one month from the date of issue of the communication in which the findings of the Medical Officer are communicated to them. ²[*Director Health Services as per his discretion may forward the certificate to the Medical Board for re-examination.]*

19. The examining Medical Officer is held responsible for the measurements of height, weight, chest and abdomen in cases where these are specifically laid down. He is also responsible for noting on the certificate the marks of identification.

20. Detailed accounts of the examinations held in India by individual medical examiners, or by Medical Boards, of candidates, who may subsequently have to present themselves for final examination before the Medical Board of the office of the High Commissioner for India should be forwarded to the Medical Board of the office of the High Commissioner for India for record. It is of great importance that the Board should have before it, when proceeding to the final examination of such candidates, full particulars of the information obtained and the conclusions reached by the examiners by whom the candidate was first passed as physically fit for Government service.

* To be added in case of temporary unfitness.

¹ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This provision is added *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

SCHEDULE "A"

(See rule 1)

The following Medical Officers are appointed to examine candidates stated against their names :—

- | | |
|--|--|
| (i) Police Surgeon, ¹ [<i>Mumbai</i>] | City and Railway Police Forces stationed in ¹ [<i>Mumbai</i>] |
| (ii) Maharashtra Medical Service, ² [<i>Group B</i>] Officer, incharge Subsidiary Police Hospital, Naigaum. | Recruits for the posts of constables in the City Police Force stationed in ¹ [<i>Mumbai</i>]. |
| (iii) Medical Officers of prisons and jails. | Prison and jail establishments. |
| (iv) Superintendents of Mental Hospitals. | Mental Hospital establishments. |
| (v) Superintendents, Cama and Albles Hospitals ¹ [<i>Mumbai</i>] | Female candidates in ¹ [<i>Mumbai</i>] |

SCHEDULE "B"

Regulation as to the standard of vision

[See rules 7 and 12 (vi)]

1. When a candidate for admission into the Civil Services of Government, appears before the medical authority for visual test, the medical authority shall be guided by the different minimum standards as prescribed in Annexure "A" to this schedule. This is the "Sorting Out" stage, where the obviously suited are certified fit without further trouble.

2. The doubtful and unsuitable cases shall be referred to a "Board of Referees", comprising of at least three ophthalmologists who shall get the cases examined on the following points :—

- (i) Previous record of glasses worn.
- (ii) Determination of refractive error under homatropine.
- (iii) Fundus changes, particularly in the anterior part of chorioretina.
- (iv) Vitreous changes.

¹ This provision is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

² This word is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

(v) Absolute visual acuity.

(vi) Radius of curvature of cornea.

(vii) Ascertainment of the nature of his work, particularly in relation to subjective and objective hazards.

And shall assess the visual capacity against the visual task expected in which they shall be guided by certain classic standards according to the work to be assigned to the candidate.

3. The Board shall have the right to order the re-examination of a candidate annually for three years to determine the stability or instability of a refractive error before he is finally confirmed.

4. The "Board of Referees" decision shall be final and irrevocable.

5. When a candidate is referred to a Medical Board, the Board shall be guided by the standards laid down in Annexure "A" (Preliminary standards) and those who fall short of the standard shall be referred to the "Board of Referees".

ANNEXURE 'A'

(See rule 7)

Preliminary Visual Standard for all Services*Group 'A'*

For posts requiring very high degree of visual acuity with unaided eye—

Visual acuity—unaided vision is not less than 6/6 in one eye and not less than 6/9 in the other.

Posts for which such a high standard is required—

Armed and unarmed Police, etc

Group 'B'

For post requiring very high degree of vision acuity with glasses and moderate degree without glasses---

Visual acuity---

6/24 each eye without glasses.

6/6 each eye with ± 2.5 after correction

Normal colour vision as tested with the Ishihara test. No evident signs of infective condition of the external eye e.g. Trachoma.

No squint.

Posts for which such a high standard is required---

All ¹[Group A] and certain ¹[Group B] posts, viz. Medical and Engineering Services; ¹[Group B], Superintendents and Sub-Inspectors of Police.

Group 'C'

For posts requiring a high degree of visual acuity with visual aids (Glasses)

Visual acuity—

6/6 each eye with $\pm 4.0D$ after correction.

No infective condition of the external eye.

No Squint.

Post for which such a high standard with glasses is required—

¹ This word is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

1. ¹[Group B] posts.
2. Certain ¹[Group C] posts, viz. MMS, ¹[Group C] compounders.
3. Skilled workmen and artificers and machine workers.
4. Bus conductors in Transport Service.

Group 'D'

For posts which can do with a moderate degree of visual acuity

Visual acuity—

Better eye 6/6 with \pm 4.0 D worse eye 6/24 with glasses.

No infective condition of the external eye.

Posts that can do with such a moderate degree of visual acuity.

¹[Group C] posts and all types of desk-work, e.g. clerks, accountants, organising officers, store-keepers.

Group 'E'

For posts which do not require acute central visual acuity—

Visual acuity—

Better eye 6/12 with correction.

Worse eye 6/24 with correction.

No ineffective condition of the external eye.

Posts that can do with such visual acuity.

Ward boys in hospitals, menials, sweepers, peons, messengers, and all those belonging to ¹[Group D] in whom a moderate visual acuity is enough to enable them to perform their duties.

Note.—All those who fall short of the above standard are not necessarily failed but shall be referred to the “Board of Referees” for expert opinion.

¹ This word is substituted *vide* Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

ANNEXURE 'B'

Rules for the guidance of the Board of Referees

1. *Visual acuity*.— An eye that cannot be brought to 6/6 after correction calls for a detailed examination.

2. *Pupil reaction*.— A sluggishly reacting pupil is an eye for detailed examination.

3. *Fundus changes in Myopia*.— A general rarified appearance of the fundus, particularly in the centrocoecal and anterior parts: a temporal crescent with its points almost meeting to form an annual ring round the disc and pigment degeneration are signs of grave import and ground for failing a candidate.

In a high degree of myopia a narrow temporal crescent in itself must not be a criterion for failing a candidate.

Fundus diseases.— In other fundus diseases all lesions of a progressive nature are grounds for failing.

4. *Refractive error*.— But for posts under Group "A" under the preliminary visual standards, the standards may be considerably relaxed. More attention is to be paid to the type of refractive error than the degree. In this measurement of the radius of curvature of the cornea and its refractive power and the condition of the eye-grounds and vitreous will determine a physiological or a pathological error. Thus a myopia of 10D with a corneal refraction of 45D or 46D (normal 44D) and healthy eye-grounds and no vitreous opacities is no risk myopia whereas a myopia of 4D with a corneal refractive power of 44D or less with a rarified anterior choroid is a full-risk myopia and may be disqualified. Thus no limit is set for the degree of myopia for the board of expert referees.

5. *Amblyopia*.— If one eye vision is defective from whatever cause (Squint, opacity, macular trouble) it matters little then whether the eye has vision finger counting at 6 meters or 6/12. That eye is useless for central vision, in the presence of the better eye. The only concern there is : (a) whether the eye has good peripheral vision. (b) does the condition in that eye constitute a danger by itself? If the eye has good peripheral vision, the person can do any duty that does not require binocular vision. All causes giving rise to defective vision in one eye from an opacity, fundus disease or squint, paralytic or non-paralytic or external disease should be investigated in every case and the capacity of that person to fit for the duty he is expected to do, is assessed by the expert Board. In that direction special attention should be given to whether such an eye condition suggests a possibility of similar condition developing in the other eye.

6. In the event of any doubts as to the progressibility or otherwise of any case the Board reserves the right of examining the case once in every year and to defer its final decision until three years, have passed.

SCHEDULE 'C'

(See rule 4)

**Letter of cognizance to be taken by a candidate undergoing
physical fitness examination**

No. 20

Place

Date

From

The

.....

To

The Civil Surgeon/Superintendent,
Sassoon General Hospital, Pune.

Subject.— Medical Examination for physical fitness for Government service.

Sir,

I am directed to request that the bearer a candidate for employment in the post of in the cadre ofDepartment, may kindly be examined by you/a Medical Board and this Office/Department furnished with your opinion/opinion of the Board regarding his health, and age in the prescribed form as recommended by rule 12 of the Maharashtra Civil Services (General Conditions of Services) Rules, 1981. Particulars of this candidate are given below :—

(1) Height.

(2) Figure.

(3) Personal marks—

(1)

(2)

(3)

This candidate is expected to do[rule 4, Appendix III, Maharashtra Civil Services (General Conditions of Services) Rules, 1981.

This candidate had made a declaration before me to the effect that he was not declared unfit for Government service previously by any duly constituted medical authority [rule 5, Appendix III, Maharashtra Civil Services (General Conditions of Services) Rules, 1981. This declaration is attached.

Yours faithfully,

(Head of Office/Department)

APPENDIX IV

(See rule 36)

A form of service book

Space should be provided on the reverse of the title page of the service book to record thumb and finger impressions of (Non-gazetted) Government servants under the following headings :--

Thumb and finger impressions of (Non-gazetted) Government servant who is not literate enough to sign his name in English, Hindi or Marathi. The opening page of the service book should contain the following entries :—

- (1) Name
- (2) Race
- (3) Residence
- (4) Father's name and residence
- (5) Date of birth by the Christian era as nearly as can be ascertained.
- (6) Exact height by measurement.
- (7) Personal marks for identification.
- (8) Educational Qualifications
- (9) Signature of (Non-gazetted) Government servant.
- (10) Signature and designation of the head of the office or other attesting officer.

Note.— The entries in this page should be renewed or re-attested at least every five years, and the signature in lines (9) and (10) should be dated. Finger prints need not be taken afresh every five years under this rule.

The remaining folios of the service book should be divided into fifteen columns, *viz.* :—

- (1) Name of appointment.
- (2) Whether substantive or officiating and whether permanent or temporary,
- (3) If officiating, state substantive appointment,
- (4) Pay in substantive appointment,
- (5) Additional pay for officiating,
- (6) Other emoluments falling under the term "Pay",
- (7) Date of appointment,
- (8) Signature of Non-gazetted Government servant,

- (9) Signature and designation of the Head of the Office or other attesting officer in attestation of columns 1-8,
- (10) Date of termination of appointment,
- (11) Reasons of termination (such as promotion, transfer, dismissal, etc.),
- (12) Signature of the Head of Office or other attesting officer,
- (13) Nature and duration of leave taken,
- (14) Signature of the Head of the Office or other attesting officer,
- (15) Reference to any recorded punishment or censure, or reward or praise of the Government servant.

APPENDIX V

(See rule 38)

Certificate of Service

1. No. Rank
- Name
- Unit
- Father's Name
- Class Sub-Class
- Village P.O.
- Tahsil..... Thana
- Tel. office Rly. Station
- District
- Date of enrolment
- Date of transfer to Reserve
- Date of discharge
- Non-qualifying service
2. Description at the time of completion of this form:
- Age
- Distinctive mark
3. *Transfer to the Reserve on
- *Discharge by order of
- Dismissed
- In consequence of
- +Under Item/Section I.A.A.Rule 13/I.A.A.
- After servingyearsmonths
-dayswith
- the colours andyearsmonths
- days in the Reserve.
- (Non-Qualifying service to be included)*
4. Character is assessed, vide R. A. I. Instruction No. 203
5. (a) Medals, decorations or mentions in despatches

* Strike out item not applicable.

+ Insert the condition from which a person discharged on medical ground is suffering, as entered in the proceedings of the Medical Board I.A.F.

(b) War Services, showing theatres of operations with dates

(c) Wounds (Details of disability).....

6. Certificate---

(a) Highest military educational certificate (R.U.)

Highest military educational certificate (Eng.)

Highest education (Civil).....

Degree of proficiency in reading and/or writing (i) English, (ii) Roman Urdu.

(b) Any other Language

Any other qualification such as Mathematics

(c) Employment before enlistment

(d) Army trade and qualifications

7. The holder of this certificate must understand that, if he wishes to submit a petition, he must do so to the officer i/c Records*..... or to the Deputy Commissioner/Collector

Application for assistance in finding employment should be made to Sub-Regional Employment Exchange at +

His nearest D.S.S.A.B. is at +.....

8. The contents of paragraph 7 above have been fully explained to me.

Date :

(Signature of Soldier)

Station :

Signature and Rank

Date : Commanding

Note.—The signature of the soldier will not be affixed to this page until all entries are completed and will then be regarded as a certificate that he understands the use of the form and accepts the correctness of the entries therein.

* Enter training Centre, depot, unit etc.
+ Enter Station

¹ [APPENDIX-V(A)

[See Rule 38(2) (A)]

UNDERTAKING

For recording my date of Birth in Government record, I have submitted (this) documents and as per my information the date mentioned i.e. (in words) is recorded in service book is correct and I am also aware that after recording my date of Birth, the request for change in date of Birth will not be accepted later on.

Place :

Date :

Sign. of the Government servant.]

¹ This provision is added *vide* Government Notification, F.D., No. MCS-2019/CR 19/SER-6, dated 30th December 2021.

APPENDIX VI

(See rule 50)

Instructions for regulating the Patenting of Inventions made by Government Servants under rule 50

1. (1) In these Instructions—

(a) “Committee” means the Patents Advisory Committee.

(b) “Inventor” means any Government servant whose duties involve carrying out of Scientific or Technical Research.

(c) “Department” means Department of Government in charge of any Research Organisation.

(d) “Research Organisation” means any technical or scientific establishment under Government where research work is carried out, and includes also an establishment where research work is carried out in addition to any other routine work.

(e) “Secretary” means Secretary of the Patents Advisory Committee.

(2) The Patent Advisory Committee will consist of the officials mentioned below :—

*Chairman*Industries Commissioner, ¹[*Mumbai.*]*Members*The Director of Technical Education, ¹[*Mumbai.*]

The Director of Agriculture, Pune.

The Director, Haffkine Institute, ¹[*Mumbai.*]The Director, Department of Chemical Technology, University of ¹[*Mumbai.*], ¹[*Mumbai.*]*Member-Secretary*The Joint Director of Industries (Technical Development-II), ¹[*Mumbai.*]

The said Committee will have powers to co-opt not more than two members.

2. An inventor should not, without the previous permission of Government, employ a Patent Agent or disclose the invention to any person otherwise than as provided in instruction 4 or publish or join any person not connected with

¹ This provision is substituted vide Government Notification, F.D., No.MCS-2019/CR 19/SER-6, dated 30th December 2021.

the invention in his application for a patent, or file a Complete Specification, or make any application for a patent in any other country.

Until the Patents Advisory Committee makes a decision under instruction 19, the particulars about any invention disclosed by an inventor should be treated as confidential and deemed to belong to and held in trust for the Government.

3. Every inventor should, if so ordered, do everything necessary for obtaining a patent whether in India, or any other country under such conditions as may be prescribed by the Government.

4. Every inventor who evolves an invention should promptly disclose it to the Head of the Research Organisation where he is working.

5. Where an inventor discloses his invention to the Head of his Research Organisation with or without a request for permission to file an application for a patent accompanied by a Provisional Specification, the Head of the Research Organisation should, through a secret communication, forward the information to the Department concerned together with his remarks on—

(i) the connection, if any, between the invention and the inventor's official duties;

(ii) the extent to which the inventor has used the facilities provided at Government expense;

(iii) whether the results are of such a nature that they should be published instead of being patented;

(iv) patenting the invention in foreign countries;

(v) the estimated needs of the Department concerned and the Government as a whole;

(vi) the probable contribution to public welfare; and

(vii) his recommendations, if any, as to further action deemed appropriate.

6. An inventor may file an application for a patent accompanied by a Provisional Specification after obtaining the permission of the Head of the Research Organisation where he is working :

Provided that, in case the inventor is himself the Head of a Research Organisation, he may file such application without obtaining previous permission of Government.

7. Government hereby authorises the Head of every Research Organisation to grant, in his discretion, to any inventor working under him, permission

under rule 50 to file an application for a patent accompanied by a Provisional Specification :

Provided that, where the Head of a Research Organisation does not deem it fit to grant the permission for instance, where the invention is likely to have utility for Defence purposes or for the Department concerned, he should forward the papers to the Department concerned, together with his remarks.

8. Where an inventor desires to obtain permission in accordance with instruction 6, his request to the Head of his Organisation should be made on the prescribed form, shown in Annexure "A" which should be filed in quadruplicate.

9. If the Head of a Research Organisation decides to grant the permission, he should sign all the four copies of the forms, return one copy to the inventor, retain one copy and forward the remaining two copies alongwith copies of the Provisional Specification to the Department concerned.

10. If the request for permission is accompanied by a Complete Specification (which should be in duplicate) the Head of the Research Organisation should, through a secret communication, forward the papers to the Department concerned, together with his remarks on points referred to under sub-paragraphs (i) to (vii) in instruction 5.

11. Upon receipt of a communication of an invention from the Head of the Research Organisation the Department concerned should examine the case. If they consider that the results proposed to be patented are of such a nature that they should be published instead of being patented, they will refuse the inventor's request for permission to take out a patent. The Department may take such steps as they consider expedient for publishing the invention, or for otherwise disposing of the invention. On receipt of intimation of such refusal, the inventor shall abandon his application for patent, if any, filed on the basis of a Provisional Specification. In all other cases the Department concerned should, within 15 days of their receipt of the communication from the Research Organisation, forward the papers to the Secretary with their recommendations. While forwarding the papers to the Secretary the following documents should be supplied through a secret communication :—

(i) If the invention was disclosed unaccompanied by a request for permission to take out a patent, full particulars of the invention so disclosed;

(ii) If an application has been made on the basis of a Provisional Specification, a copy each of the application and the Provisional Specification filed at the Patent Office; and

(iii) If a request for permission has been made to take out a patent on the basis of a Complete Specification, a copy of the Complete Specification.

12. Upon receipt of the foregoing communication from the Department concerned the Secretary will submit the information for the consideration of the Committee who will consider whether the permission asked for (under rule 50) should be granted, with or without conditions.

13. If the Committee is satisfied that the invention has no connection whatsoever with the inventor's official duties, or does not fall within a technical field or activity of the Department concerned, it will, if the inventor has applied for permission to take out a patent, grant him the permission without any restriction.

14. If the Committee considers that the invention has been made in the course of the inventor's official duties or that the invention has resulted from facilities provided at Government expense, it will decide whether an application for a patent should be made to the Controller of Patents and Designs on the basis of a Complete Specification.

15. If the Committee decided that an application for a patent should be made on the basis of a Complete Specification, the Secretary will, if necessary, obtain from the inventor further particulars required for the drafting of the Complete Specification and take the within necessary steps to prepare and file the Complete Specification, within 9 months from the date of the Provisional Specification, if any. The application will be made in the name of the inventor, on the understanding that he will hold the patent in trust for the Government and will, in due course, assign his rights to the Government.

16. The Complete Specification and the drawing, if any, required for filing and prosecuting the applications for patents will be prepared by the Research Organisation when facilities exist for such purposes, and in other cases, by the Secretary, or by such agency as may be appointed by the Committee.

17. All fees up to the stage of acceptance, in respect of every application prosecuted by the Secretary, will be borne by the Committee.

18. On filing a Complete Specification the Committee will consider—

(i) whether the invention should be published for free use by the public ; or

(ii) whether a patent should be taken out for exploitation by Government ; or

(iii) whether the inventor should be allowed to take out a patent for his own benefit.

19. If the Department or the Committee decides that the invention should be published for free use by the public, it will refuse the inventor's request, if any, for permission and the Secretary will not prosecute the application for patent beyond the stage of its acceptance. In all such cases the Committee on the advice of the Department concerned, will determine the *ex-gratia* payment, if any, and will advise the Department concerned accordingly.

20. If the Committee decides to take out a patent for exploitation, the Secretary will proceed with the application, and on obtaining a patent, take the necessary steps to get the inventor's under the patent assigned to the Government.

21. In all cases where the Committee decides to take out patents for exploitation, it will decide also the manner in which the patents should be exploited.

22. Inventions which the Committee considers are of no interest to Government either for commercial exploitation or publication for free use to the public, will be returned to the inventors, if they so desire, and they will be allowed to take out patents for their own benefit subject to—

(i) the reservation of the right of Government to the use of the invention either without payment/or on such terms as the Government may consider reasonable;

(ii) the condition that the inventor will not assign or deal with or grant licence to any person without obtaining the prior permission of the Government.

ANNEXURE “A”

(See Instruction 8)

SECRET

**Request for permission to file an application for a Patent
accompanied by a Provisional Specification
direct to the Patent Office**

(To be filed in quadruplicate)

I/We hereby request permission to file an application for an Indian patent accompanied by a Provisional Specification in request of (here give title of invention). In consideration of grant of such permission I/we agree and declare as follow :—

2. I/We declare that this invention has not been evolved in the course of my/our official duties and as a result of the research and facilities provided at Government expense.

3. Four copies of the Provisional Specification which it is proposed to forward to the Controller of Patents and Designs, Calcutta (or an equivalent description of the inventor) accompany this request. Immediately after despatching the application, I/we will submit two exact copies of the documents forwarded to the Controller of Patents and Designs.

4. I/We wish to apply for a patent, in my/our name(s) on the understanding that I/we would hold the patent when granted, in trust for the Governor of Maharashtra (hereinafter called Government) and will assign the same to Government, whenever, called upon to do so.

5. I/We will, if so ordered, withdraw my/our application for a patent.

6. I/We will not file the Complete Specification in respect of this invention without the prior permission of the Government or in the manner as may be directed in the matter.

7. I/We will not apply for a patent in any other country in respect of this invention without the prior permission of the Government.

Inventor’s Signature

Designation

Date

My/Our address for service in India is

Permission granted.

Signature of the Head of the Research Organisation

Designation

Date

Received one copy.

Signature of the inventor (or inventors)

Dated

By order and in the name of the Governor of Maharashtra,

NITIN GADRE,
Additional Chief Secretary to Government.

COMPARATIVE TABLE

Note.—This comparative table has been prepared solely for the purposes of facilitating reference

Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark	Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark
(1)	(2)	(3)	(1)	(2)	(3)
Chapter I—General			9 (8)	.. 9 (12)	
1 (1) (2)	.. 1		9 (9)	.. 9 (13)	
2 (a), 2 (b)	.. 2 (a), 2 (b)		9 (10)	.. 9 (13-A)	
2 (c)	.. 146		9 (11)	.. 9 (13-B)	
Note 1	.. Note 5 below 2		9 (12)	.. 9 (14)	
Note 2	.. Note 2 below 2		9 (13)	.. 9 (15)	
Note 3	.. 148		9 (14) (a)	.. 9 (16) (a)	
3	.. 3		9 (14) (b)	.. 9 (16) (b)	
4	.. 3-A		9 (14) (c)	.. 9 (16) (c)-part	
5	.. 4		9 (14) (d)	.. 9 (16) (c)-part	
6	.. 5		Note 1	.. Note 2	
7	.. 6		Note 2	.. Note 3	
Note	.. Note		Note 3	.. Note 4	
8	.. 8		Note 4	.. Note 5	
Chapter II—Definitions			Note 5	.. Note 6	
9	.. 9		9 (14) (e)	.. 9 (16) (f)	
9 (1)	.. 9 (2)		Note 1	.. Note 1 below 9 (16) (f)	
9 (2)	.. ...	New	Note 2	.. Note 2 below 9 (16) (f)	
9 (3)	.. 9 (4)		9 (14) (f)	.. Note below 9 (16) (h)	
9 (4)	.. 9 (5)		9 (14) (g)	.. 9 (16) (i)	
9 (5)	.. 9 (8)		9 (14) (h) (i)	.. 9 (16) (j1)	
9 (6)	.. 9 (9) and Note thereunder		Note	.. Note	
9 (7)	.. 9 (10)				

Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark	Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark
(1)	(2)	(3)	(1)	(2)	(3)
9 (14) (h) (ii)	.. 9 (16) (j2)		9 (29)	.. 9 (30)	
9 (14) (h) (iii)	.. 9 (16) (j3)		9 (30)	.. 9 (31)	
9 (14) (h) (iv)	.. 9 (16) (j4)		9 (31)	.. 9 (32)	
9 (14) (h) (v)	.. 9 (16) (j5) & (j7)		9 (32)	.. 9 (33)	
			9 (33)	.. 9 (35)	
9 (14) (h) (vi)	.. 9 (16) (j6)		9 (34)	.. 9 (36)	
9 (14) (h) (vii)	.. 9 (16) (k)		Instruction	.. Instruction	
Note	.. Note		9 (35)	.. 9 (37)	
9 (14) (i)	.. 9 (16) (l)		9 (36)	.. 9 (39) (a)	
9 (14) (j)	.. 9 (16) (m)		9 (37)	.. 9 (40)	
9 (15)	.. 9 (17)		9 (38)	.. 9 (41)	
Note 1	.. Note 2		Note 1	..	New
Note 2	.. Note 3		Note 2	..	New
9 (16)	.. 9 (18)		9 (39)	.. 9 (42)	
Note 1	.. Note 1		9 (40)	.. 9 (43)	
Note 2	.. Note 2		9 (41)	.. 9 (44)	
9 (17)	.. 9 (18) (A)		9 (42)	.. 9 (46)	
Note 1	.. Note 2		9 (43)	.. 9 (47)	
9 (18)	.. 9 (19)		Note 1	.. Note 2 below 9 (16) (a)	
9 (19)	.. 9 (20)		Note 2	.. Note 2 below 9 (47)	
9 (20)	.. 9 (21)		Note 3	.. Note 5 below 9 (16) (a)	
Exception	.. Exception 2				
9 (21)	.. 9 (22-A)		9 (44)	.. 9 (47-A)	
9 (22)	.. 9 (23)		9 (45)	.. 9 (48)	
9 (23)	.. 9 (24)		9 (46)	.. 9 (48-A)	
9 (24)	.. 9 (25)		9 (47)	.. 9 (49)	
9 (25)	.. 9 (26)		9 (48)	.. 9 (49-A)	
9 (26)	.. 9 (27)		9 (49)	.. 9 (50)	
9 (27)	.. 9 (28)		9 (50)	.. 9 (52)	
9 (28)	..	New			

Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark	Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark
(1)	(2)	(3)	(1)	(2)	(3)
9 (51)	.. 9 (53)		15 (4)	.. 14 (e)	
9 (52)	.. 9 (54)		Exception	.. Exception below 14 (a)	
9 (53)	.. 9 (56)		16	.. Part of Rule 14(a)	
Note	.. Note		17	.. 14-A	
Instruction	.. Instruction		18	.. 14-B	
9 (54)	.. 9 (56-A)		19	.. 15	
Note	.. Note		20	.. 18-A	
9 (55)	.. 9 (57)		21 (1)	.. 18 (a)	
9 (56)	.. 9 (58)		21 (2)	.. 18 (b)	
9 (57)	.. 9 (59)		21 (3)	.. 18 (c)	
9 (58)	.. 9 (60)		22	.. 18-B	
Chapter III—General Conditions of Services			Note	.. ...
10	.. 32		23 (1)	.. 19 (a)	
Note	.. Note		23 (2)	.. 19 (b)	
11 (1)	.. 10		Note	.. Note	
11 (2)	.. Note 1 below 14 (a)		23 (3)	.. 19 (c)	
Note 1	.. Note 1 below 10		23 (4)	.. 19 (d)	
Note 2	.. Note 5 below (14) (a)		Note 1	.. Note 1	
Note 3	.. Note 2, 14 (a)		Note 2	.. Note 2	
Note 4	.. Note 3, 14 (a)		23 (5)	.. 19 (e)	
Note 5	.. Note 4, 14 (a)		23 (6)	.. 19 (f)	
12	.. 11		Instruction	.. Instruction	
13	.. 12		24	.. 20	
14	.. 13		25 (1)	.. 20-A (a)	
15 (1)	.. 14 (a)		25 (2)	.. 20-A (b)	
15 (2)	.. 14 (b) and Note below it		26	.. 21	
15 (3)	.. 14 (d)		27 (1)	.. 22 (a) } Note 1	
			27 (2)	.. 22 (b) }	

Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark	Rule No. from Maharashtra Civil Services (General Conditions of Services) Rules, 1981	Corresponding Rule Numbers from Bombay Civil Services Rules, 1959	Remark
(1)	(2)	(3)	(1)	(2)	(3)
28	.. 24		38 (3)	.. 171	
Exception	.. Exception		38 (4)	.. 171	
29	.. 27		Exemptions	.. Exemptions	
30	.. 28		Note 1	.. Note 1	
31 (a)	.. Exceptin 2 below 29		Note 2	.. Note 2	
31 (b)	.. 29		39	.. 170	
31 (c)	.. Note below 29		40	.. 169	
31 (d)	.. Exception 1 below 29		41	.. 168	
Instruction	.. Instruction		42	.. 172	
Note	.. ...		43	.. 173	
32	.. 31	New	44	.. 174	
33	.. 23		45	.. 177	
34	.. 17		Note	.. Note 2	
Chapter IV—Maintenance of Record of Service			46	.. 175	
35	.. 166		47	.. 178	
36	.. 167		48	.. 179 and Note	
Instruction	.. Instruction		49	.. 179-A	
37	.. 176		Chapter V —Patents to Government Servants engaged in Scientific and Technical Research		
Instruction	.. Instruction		50	.. 862	
38 (1)	.. 171		Note	.. Note	
38 (2)	.. 171		51	.. 863	
Chapter VI—Repeal and Saving					
Instruction	.. ...	New	52	.. 864	

II

The following Rules/Notes/Instructions/Exceptions etc. from the Bombay Civil Services Rules, 1959, stand deleted :—

Rule Number	Rule Number
Note 1, 4 and 6 below Rule 2	9 (34)
9 (1)	Note below Rule 9 (35)
9 (6)	9 (38)
9 (10-A)	9 (39) (b) and Note thereunder
Note 1, 3 and 4 below Rule 9 (16) (a)	Note 1 below Rule 9 (47)
Note below Rule 9 (16) (b)	Note below Rule 9 (48)
Note 1 below Rule 9 (16) (c)	9 (51) and Note below it
9 (16) (e) and (g) and Note below it	Note below 9 (53)
9 (16) (h)	9 (55)
Note 1 below Rule 9 (17)	Instruction below Rule 15
Note 1 below Rule 9 (18-A)	Instruction below Rule 22
Exception 1 below Rule 9 (21)	Rule 25 and Note below it
Exception 1 and 2 and	Note 2 below Rule 22 (b)
Notes below Rule 9 (27)	Notes 1 and 3 below Rule 177
9 (29)	

III

The following Rules/Notes/Instructions/Exceptions etc. from the Bombay Civil Services Rules, 1959, stand transferred to other parts of rules as shown below :—

- (1) Note below rules 9 (25) transferred to Maharashtra Civil Services (Honoraria, Fees, Compensatory Local and House Rent Allowances) Rules.
- (2) Rule 9 (41), clauses and all notes thereunder and rule 9 (41-A) and all notes thereunder transferred to appropriate place in the Maharashtra Civil Services (Pension) Rules.
- (3) Rule 33 transferred to Maharashtra Civil Services (Leave) Rules, 1981.

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