

GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
RULES DIVISION



। R; e n t ; r s

SELECTION GRADE

PART – I

**Selection Scales of pay to low paid employees
and regulation of initial pay on appointment
to the Selection Scale**

(01.01.1985 TO 24.01.1992)

(Amended upto 30.04.2008)

GOVERNMENT OF RAJASTHAN
Finance (Gr. 2) Department

ORDER

No. F.17(5)FD(Gr.2)/84

Jaipur, dated the 23.01.1985

Sub.: - Prescription of Selection Scales of pay to low paid employees and regulation of initial pay on appointment to the Selection Scale.

The State Government issued Revised Pay Scale Rules, 1983, making it effective from 1st September 1981. The Government while prescribing these pay scales enlarged the existing scales by 3-5 stages in addition to merger of Dearness Allowance and fixation benefits. The main purpose of enlarging the maximum of the pay scale was to provide some relief to those categories where promotional avenues were limited or non existent. The Pay scale of lowest category of employees in Pay Scale No. 1 & 2 and also that of Subordinate Police Service were substantially enlarged, for these reasons also. It has been represented to the Government that this has not afforded relief to some of the categories particularly to those Government servants who were holding isolated posts. It has also been represented that Government servants have not been able to get promotion in the next higher grade even after lapse of 15-20 years after regular service. This has been engaging the attention of the Government for some time past, the matter has been looked into and with a view to provide some relief to the employees of the aforesaid categories drawing pay in the Revised Pay Scales maximum of which does not exceed Rs.1550/-, the Governor has been pleased to order that the Government servants in the Ministerial and Subordinate Services including isolated posts drawing pay in Rajasthan Civil Services (Revised Pay Scales) Rules, 1983 may be provided with Selection Scales as indicated below: -

Ordinary Scale	Scale No.	Selection Scale	Scale No.	Remarks
370-530	3	380-610	4	
380-610	4	400-700	5	
400-700	5	420-740	6	
420-740	6	490-840	7	
490-840	7	520-925	9	
500-860	8	520-925	9	
520-925	9	610-1090	10	
610-1090	10	640-1180	12	
625-1120	11	640-1180	12	
640-1180	12	660-1240	13	
660-1240	13	660-1300	14	
660-1300	14	740-1420	15	
740-1420	15	820-1550	17	
780-1460	16	820-1550	17	
820-1550	17	860-1750	18	

%“In partial modification of Finance Department Order of even number dated 23rd January, 1985, the Governor has been pleased to order that Selection Scale may also be granted to the Government Servants drawing pay in pay scale Nos. 1 and 2 of Rajasthan Civil Services (Revised Pay Scales) Rules, 1983 belonging to the Sub-ordinate Services and Class-IV Service, if initially appointed to the ordinary scale, as a lowest entry grade post of the service, as indicated below: -

Ordinary Scale	Scale No.	Selection Scale	Scale No.	Remarks
350-430	(1)	360-460	(2)	
360-460	(2)	370-530	(3)	”

2. The appointment to the selection scale shall be subject to the fulfillment of following conditions: -

(1) Selection Scale will be confined only to the Ministerial & Subordinate Services, except the following: -

- (a) Employees drawing pay in pay scale No. 1 & 2 of Revised Pay Scales Rules, 1983, % Modified vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.03.1985
- (b) Members of Rajasthan Police Subordinate Service including Wireless & CID,
- (c) Constable, Head Constable, Platoon Commander of Home Guards,
- (d) Members of Rajasthan Jail Subordinate Services,
- ¹[(e) Members of Rajasthan Excise Subordinate Service (Preventive Branch) except the post of Driver.]

(2) @Deleted.

(3) The number of posts of Selection Scale will be 10% of each category of posts as on 01.04.1984 including temporary posts under a particular appointing authority. In offices/ departments where number of posts are less than ten or in fraction thereof, number of posts upto five shall be ignored and six & onwards shall be allowed one Selection Scale post.

Note: In respect of categories of posts where seniority is maintained by an authority senior to the appointing authority, the appointing authority for the purpose of this order shall be that senior authority.

% Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.03.1985.

1 Substituted vide FD order No. F.17(5)FD(Gr.2)/84 dated 17.07.1989 w.e.f. 01.01.1985.

(e) Members of Rajasthan Excise Subordinate Service (Preventive Branch).

@ Deleted vide FD Order No. F.20(90)FD(Gr.2)/89 dated 25.06.1991 w.e.f. 01.09.1988.

[The Selection Scale will not be admissible to those who do not possess the requisite basic qualification for promotion on the higher post in regular line in accordance with relevant recruitment rules of the Service.

²[Exception No. 1 - This condition shall not be applicable for grant of Selection Scale to Teachers Gr.-III.]

³[Exception No. 2 - This condition shall not be applicable for grant of Selection Scale to Patwaries of Irrigation Department.]

2 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 15.03.1985 w.e.f. 01.01.1985.

3 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 24.03.1989 w.e.f. 01.03.1989.

&[The Finance Department Order of even number dated 23.01.1985, as amended vide Orders of even number dated 15.03.1985, 29.03.1985, 21.06.1985 and as clarified vide Memorandum of even number dated 16.04.1985, provided that the number of posts of Selection Scale will be 10% of each category of posts as on 01.04.1984 including temporary posts under a particular appointing authority. In offices/ Departments, where number of posts was less than ten or fraction thereof, number of posts upto five was to be ignored and for six posts and onwards one Selection Scale post was to be allowed. It has been represented to the Government that this condition has operated adversely in respect of holders of isolated posts where the total number of posts is less than six as according to the aforesaid condition, no Selection scale is admissible to Government servants in an office where the number of isolated posts in their category is less than six.

2. In order to mitigate hardship, the matter has been further considered and the Governor has been pleased to order that the condition of a minimum number of six posts to get one Selection Scale post shall not be operative in respect of such isolated posts numbering less than six. In such cases, one Selection Scale post shall be permissible subject to the condition that the admissibility to Selection Scale will be on completion of 18 years of service instead of 15 years of service after regular appointment on that post.]

EXCEPTION No. 1

§[The Selection Scale of pay for employees belonging to Ministerial, Subordinate & Class – IV services have been introduced vide order of even number dated 23.01.1985 and 29.03.1985. The aforesaid orders as amended from time to time inter-alia besides other conditions for admissibility of selection scale, provides that the number of posts of selection scale will be 10% of the lowest post in each category as on 01.04.1984 including temporary posts under a particular authority.

The matter has been reconsidered and in partial modification of Finance Department order of even number dated 23.01.1985, the Governor has been pleased to order that in case of Patwaries of Revenue Department the number of posts of Selection Scale will be 20% of posts as on 01.04.1984 including temporary posts under a particular authority. The other conditions shall remain unchanged.]

& Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.06.1985 w.e.f. 01.01.1985.

§ Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 01.10.1988 w.e.f. 01.09.1988.

EXCEPTION No. 2

@[The selection scale of pay for employees belonging to Ministerial, Subordinate and Class – IV Services have been introduced vide order of even number dated 23.01.1985 and 29.03.1985. The aforesaid orders as amended from time to time inter-alia besides other conditions for admissibility of selection scale, provides that the number of posts of selection scale will be 10% of the lowest post in each category as on 01.04.1984 including temporary posts under a particular authority.]

The matter has been reconsidered and in partial modification of Finance Department order of even number dated 23.01.1985, the Governor has been pleased to order that in case of Patwaries of Irrigation and Colonisation Departments the number of posts of Selection scale will be 20% of posts as on 01.04.1984 including temporary posts under a particular authority. The other conditions shall remain unchanged.]

- (4) The admissibility of selection scale will be on completion of 15 years of service after regular appointment on that post.
- ¹[Note: The period of service rendered by a Government servant prior to his being declared surplus shall be taken into account to reckon the complete years of service subject to the fulfillment of the following conditions: -
- (i) he was initially appointed regularly on the lowest grade of a particular service/ post held by him prior to his declaration as surplus;
 - (ii) he was absorbed on the lowest grade of a particular service; and
 - (iii) no senior person is superseded even if the senior person has not completed 15 years of service.]
- (5) The Selection Scale would be confined only to persons regularly appointed to the lowest grade of a particular service or on an isolated post having no promotional avenue.
- (6) The grant of selection scale will be admissible strictly on seniority subject to rejection of unfit persons.
- (7) Selection scale will not be allowed to Government servants whose record of service is not satisfactory or to those who have been superseded or overlooked on the basis of adverse record in the past.

@ Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 16.12.1988 w.e.f. 01.09.1988.

1 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 21.06.1985.

#[CLARIFICATION

The Selection Scales were prescribed vide Finance Department Order of even number dated 23.01.1985. According to the provisions contained in para 2(7) of the aforementioned Order. Selection Scale is not admissible to Government servants whose record of service is not satisfactory or to those who have been superseded or overlooked on the basis of adverse record in the past.

2. In this regard a question has been raised as to how much period of service record should be taken into account for the purpose of grant of Selection Scale as provided in para 2(7) of the aforementioned order.

3. The matter has been examined in consultation with Department of Personnel and it is clarified that service record of seven years immediately preceding the year of vacancy in the Selection Scale shall be considered for the purpose of Selection Scale of eligible Government servants and this record should generally be satisfactory.]

(8) Grant of selection scale will not affect the seniority of the persons in the cadre.

3. **Fixation of Pay: -**

(i) Fixation of pay in the selection scale shall be made at the next above stage with reference to the basic pay drawn in the ordinary pay scale. The next date of increment shall remain unchanged.

(ii) The personal pay granted under Finance Department Order No. F.17(16)FD(Gr.2)/83 dated 08.01.1983 shall not be treated as part of the basic pay for the purpose of fixation of pay in Selection Scale. This personal pay shall be adjusted as provided under Rule 39 of Rajasthan Service Rules in future increases in basic pay on any account.

¹[(iii) In cases where the Selection Scale of the lower post and the pay scale of the higher post of regular line of promotion is the same, on promotion of a Government servant, the fixation of pay shall be made at the stage next above in the pay scale of the higher post and the next date of increment shall be granted on the date he would have drawn his increment had he continued in the Selection Scale of the lower post.]

4. **Determination of Posts & Grant of Selection Scale: -**

The appointing authority shall be competent to determine the posts of Selection Scale and to grant the same to the eligible persons.

Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 15.03.1986.

1 Added vide FD order No. F.17(5)FD(Gr.2)/84 dated 29.03.1985.

5. Non-applicability of orders relating to grant of personal pay for stagnation: -

The provisions of personal pay for stagnation at the maximum of the pay scales under Finance Department Order No. F.17(16)FD(Gr.2)/83 dated 08.01.1985 shall not apply in respect of Government servants who may stagnate at the maximum of the selection scale allowed in accordance with these orders.

6. Option: -

Each employee will have an option, on the grant of Selection Scale to allow Selection scale of pay from the date of promotion or from a subsequent date of increment. Option once exercised shall be final. The option shall be exercised within one month from the date of grant of the Selection Scale. If no option is exercised, it will be deemed that he has opted for Selection Scale from the date of order.

7. These orders shall take effect from 01.01.1985.

Memorandum No. F.17(5)FD(Gr.2)/84 dated 16.04.1985 (2)

Sub.: - Prescription of Selection Scales of pay and regulation of initial pay on appointment to the Selection Scale.

CLARIFICATION NO. 1

The undersigned is directed to invite attention towards Finance Department Order of even number dated 23.01.1985, as amended vide Order of even number dated 15.03.1985 and 29.03.1985. State Government have allowed selection scales to the lower categories of employees with certain specified conditions regarding number of posts of selection scale and their admissibility viz. (i) 10% of the lower post in each category of service, (ii) on completion of 15 years of service after regular appointment, (iii) selection scales will be admissible with reference to the lowest entry post of the respective service etc.

2. It has been brought to the notice of the Government that in some departments, selection scales have been allowed in contravention of orders referred to above to such Government servants as are not eligible to the same or in excess of number of requisite posts. To make things specific and beyond any doubt and for guidance of the competent authorities it is clarified that -

(i) Under para 2(3) of the order of even number dated 23.01.1985, the number of selection scale posts will be 10% of each category of posts including isolated posts as on 01.04.1984 under a particular appointing authority. In offices where number of lowest entry posts is upto 5 or in fraction of 5, no selection scale post is permissible. For example -

Total number of lowest entry posts	Number of Selection Scale posts to be allowed
Upto 5	Nil
6 to 10	one
11 to 15	one
16 to 20	two
20 to 25	two
26 to 30	three

and so on

(ii) Under para 2(4) of the order of even number dated 23.01.1985, the admissibility of selection scale is on completion of 15 years of service after regular appointment to that post. For instance, a Government servant having total service of 17 years including 3 years of period of ad-hoc service is not entitled to selection scale till he completes 18 years of service. In other words, the period of service rendered on ad-hoc basis shall not be taken into account for the purpose of entitlement of selection scale ¹[if admissible, may be granted even if an employee had foregone or foregoes the chance of promotion when offered, for whatsoever reason, subject to the fulfilment of other conditions laid down in this regard].

1. Substituted vide FD Memo. No. F.17(5)FD(Gr.2)/84 dated 12.10.1988

In case where a Government servant has been offered promotion on higher post, but who has forgone the chance of promotion, for whatever reason, shall not be entitled to the grant of selection scale.

- (iii) Under para 2(5) of the order of even number dated 23.01.1985, the grant of selection scale is confined only to persons regularly appointed on the lowest grade of a particular service or on an isolated post having no promotional avenues. It means that selection scale is not admissible in cases where 15 years of service has been completed on the post next or higher to the lowest post even if direct recruitment is made on the next or higher post in accordance with the provisions of relevant recruitment rules. For example -

S. No.	Name of the post	Source of recruitment	Whether selection scale is admissible or not
1.	Lower Division Clerk	Initial entry post	Admissible
2.	Upper Division Clerk	Promotion post	Not admissible
3.	Assistant	Promotion post	Not admissible
4.	Peon	Initial entry post	Admissible
5.	Jamadar	Promotion post	Not admissible
6.	Jr. Accountant	Initial entry post	Admissible
7.	Accountant	Promotion post/ Direct recruitment post	Not admissible
8.	Teacher Gr.-III	Initial entry post	Admissible
9.	Teacher Gr.-II	Promotion post/ Direct recruitment post	Not admissible
10	Teacher Gr.-I	Promotion post/ Direct recruitment post	Not admissible

3. It is therefore, enjoined upon all Heads of Departments/ Appointing Authorities to ensure that selection scales are allowed to the Government servants strictly in accordance with the provisions contained in the aforesaid orders and this clarification. For any non-compliance of aforesaid orders/ clarification, the appointing authority shall be held personally responsible. The orders issued in the past may be re-examined and those issued in contravention of the Finance Department order dated 23.01.1985 and this clarification may be withdrawn or modified as clarified above.

Memorandum No. F.17(5)FD(Gr.2)/84 dated 12.10.1988 (3)

Sub.: - Prescription of Selection Scale of pay and regulation of initial pay on appointment to the Selection Scale.

CLARIFICATION NO. 2

Under Finance Department orders of even number dated 23.01.1985 and 29.03.1985, the selection scales were prescribed for Government servants holding the lowest post belonging to Ministerial, Subordinate and Class – IV Services. Grant of selection scale is subject to fulfilment of conditions specified in the aforementioned orders. For guidance of the concerned authorities certain clarifications were issued vide Finance Department Memorandum of even number dated 16.04.1985. It was clarified in para 2(ii) of this Memorandum that in case a Government servant had foregone or foregoes the chance of promotion, for whatever reason, when promotion was / is made, he shall not be entitled to the grant of selection scale.

2. It has been represented to the Government that selection scales may also be allowed to the Government servants who had foregone or forego the chance of promotion for compulsion of circumstances.

3. The matter has been reconsidered and in supersession of earlier clarification as contained in para 2(ii) of Finance Department Memorandum of even number dated 16.04.1985; the Governor has been pleased to order that selection scale, if admissible, may be granted even if an employee had foregone or foregoes the chance of promotion when offered, for whatsoever reason, subject to the fulfilment of other conditions laid down in this regard.

4. This order shall come into force with immediate effect.

Order No. F.17(5)FD(Gr.2)/84 dated 06.12.1985 (4)

Sub.: - Prescription of Selection Scales of pay to low paid employees and regulation of initial pay on appointment to the Selection Scale.

The State Government have introduced Selection Scale vide order of even number dated 23.01.1985 as amended from time to time, which inter-alia besides other conditions for eligibility of Selection scale, provides that the selection scale would be confined only to persons regularly appointed to the lowest grade in the services. Basically, the selection scales were introduced to provides at least one promotional opportunity to the Government servants who have not been provided even first promotion after lapse of 15 years of satisfactory service due to lack of

adequate promotional opportunities. This condition has operated very harshly in cases where the direct recruitment takes place on mass scale on post next or subsequent to the lowest entry post of a service because in such cases even on fulfillment of all other conditions they are not entitled to selection scale.

2. Accordingly the matter has been considered sympathetically and the Governor has been pleased to order that the orders of selection scale may be made applicable to the Teachers Gr.-I (Senior Teachers) and Teacher Gr.-II of General Branch of Education Department (Primary & Secondary Education) who have been recruited directly against direct recruitment quota posts subject to the observance of following further conditions: -

- (i) The number of selection scale posts shall be calculated with reference to the posts which have been actually filled in through direct recruitment.
- (ii) The number of such posts shall be determined with reference to the persons actually holding the posts referred in (i) above as on 01.04.1984.
- (iii) The Selection Scales shall be as indicated below: -

Name of the post	Ordinary Scale	Selection Scale	Remarks
Teacher Gr.-I (Senior Teacher)	820-1550 (17)	860-1750 (18)	
Teacher Gr.-II	625-1120 (11)	640-1180 (12)	

3. These orders shall take effect from 01.12.1985.

Order No. F.17(5)FD(Gr.2)/84 dated 07.01.1986 (5)

Sub.: - Prescription of Selection Scales of pay to low paid employees and regulation of initial pay on appointment to the Selection Scale.

In continuation of this Department Order of even number dated 06.12.1985, the Governor has been pleased to order that the orders of selection scale may be made applicable to the Assistant Agriculture Officers/ Agriculture Assistants / Agriculture Extension Officer/ Farm Managers of Agriculture Department possessing qualifications of Agriculture Graduate and who have been recruited directly against direct recruitment quota posts subject to the observance of following further conditions: -

- (i) The number of selection scale posts shall be calculated with reference to the posts which have been actually filled in through direct recruitment.
- (ii) The number of such posts shall be determined with reference to the persons actually holding the posts referred in (i) above as on 01.04.1984.

(iii) The Selection Scales shall be as indicated below: -

Name of the post	Ordinary Scale	Selection Scale	Remarks
Assistant Agriculture Officer/ Agriculture Assistant / Agriculture Extension Officer/ Farm Manager.	740-1420 (15)	820-1550 (17)	

2. These orders shall take effect from 01.12.1985.

Order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 (6)

Sub.: - Prescription of Selection Scale for the Junior Engineer in Irrigation, Public Works and Public Health Engineering Department.

The Selection Scales of pay for employees belonging to Ministerial & Subordinate Services have been introduced vide order of even number dated 23.01.1985. The aforesaid order as amended from time to time inter-alia besides other conditions for eligibility of Selection Scale, provides that the Selection Scale would be confined only to persons regularly appointed to the lowest grade in the services. Basically, the Selection Scales have been introduced to provide atleast one promotional opportunity to the Government servants who have not been provided even first promotion after lapse of 15 years of satisfactory service due to lack of adequate promotional opportunities. This condition has operated very harshly in cases where the direct recruitment takes place on a post, next or subsequent to the lowest entry post of a service because in such cases even on fulfillment of other conditions, the condition in regard to appointment to the lowest grade in the service is not fulfilled and hence such persons are not entitled to Selection Scale.

2. Accordingly the matter has been considered sympathetically and the Governor has been pleased to order that Selection Scale of pay for Junior Engineers in Irrigation, Public Works & Public Health Engineering Departments may be prescribed as indicated below: -

Ordinary Scale	Scale No.	Selection Scale	Scale No.
1160-2360	12	1400-2825	15

3. Number of Selection Scale Posts: -

The number of Selection Scale posts in each of the aforesaid Departments will be 20% of the sanctioned posts of Junior Engineers (including temporary posts) as on 01.09.1987. The number of Selection Scale posts shall be worked out by rounding off to the nearest integer.

4. Condition of Eligibility: -

The Selection Scale as indicated above may be allowed to those Junior Engineers of the aforesaid departments, who were recruited directly against the post of Junior Engineer, subject to fulfillment of the following conditions: -

- (i) The Selection Scale of pay will not be admissible to those Junior Engineers who do not possess the requisite qualifications for promotion to the next higher post in regular line (Assistant Engineer) in accordance with the provisions contained in relevant recruitment rules of the Service.
- [#](ii) The admissibility of Selection Scale of pay will be on completion of 15 of continuous service on the post of Junior Engineer.”
- (iii) The grant of Selection Scale of pay will be admissible strictly on seniority subject to rejection of unfit persons.
- (iv) The grant of Selection Scale of pay will not affect the seniority of persons in the cadre.

5. Fixation of Pay: -

The fixation of pay in the Selection Scale shall be made at the next above stage with reference to the basic pay drawn in the ordinary scale of pay. The next date of increment shall remain unchanged.

6. Determination of posts and grant of Selection Scale: -

The respective appointing authorities shall be competent to determine the number of Selection Scale posts in accordance with para 3 above and to grant Selection Scale to the eligible persons.

7. Option: -

Each employee will have an option, on the grant of Selection Scale to elect Selection Scale of pay from the date of grant of Selection Scale or from a subsequent date of increment. Option once exercised shall be final. The option shall be exercised within one month from the date of grant of Selection Scale. If no option is exercised within the specified time, it will be deemed that he has opted for Selection Scale from the date of order.

This order shall take effect from 01.09.1987.

Substituted vide FD order No. F.17(5)FD(Gr.2)/84 dated 22.12.1987 w.e.f. 01.09.1987.

(ii) *The admissibility of Selection Scale of pay will be on completion of 15 years of continuous service after regular appointment on the post of Junior Engineer.*

Memorandum No. F.17(5)FD(Gr.2)/84 dated 05.09.1988 (7)

Sub.: - Selection Scale for the post of Junior Engineer in Irrigation, Public Works and Public Health Engineering Department.

The Selection Scales of pay for eligible employees belonging to Ministerial, Subordinate & Class – IV Services were prescribed vide Finance Department order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985 and 29.03.1985. This was a general order prescribing Selection Scales for the eligible employees. As the post of Jr. Engineer in the aforesaid Departments was the lowest post in the concerned group of posts in the Subordinate Services of these departments and could be filled up by direct recruitment only, the Junior Engineers of these departments were also eligible for grant of Selection Scale on fulfilment of the conditions prescribed in the Finance Department order referred to above. Subsequently, the matter was considered by the Government and a specific order viz; the Finance Department Order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 was issued prescribing Selection Scale (other than that prescribed in the general order) for the post of Junior Engineer in these departments. It is a fundamental rule that a general order (order dated 23.01.1985) is applicable only when any specific order / rule does not exist. On issue of a specific order in regard to a particular category of employees the general order ceases to be in operation. Therefore, on issue of Finance Department specific order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 prescribing Selection Scale for Junior Engineers in the aforesaid departments the Finance Department order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985 ceased to be in operation in regard to the Junior Engineer.

In pursuance of Finance Department order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987 the aforesaid Departments are required to take further actions as under:

- (a) The number of Selection Scale Posts of Junior Engineer as on 01.09.1987 may be computed at 20% of sanctioned posts of Junior Engineers (including temporary posts) as on 01.09.1987.
- (b) The number of additional Selection Scale posts of Junior Engineer in terms of Finance Department's specific order dated 14.09.1987 will be equal to the difference between the number of posts computed as per (a) above and those computed in terms of Finance Department order dated 23.01.1985.
- (c) The pay of the Junior Engineers who were given Selection Scale in terms of Finance Department order dated 23.01.1985 may be fixed in the revised Selection scale i.e. 1400-2825 (15) as on 01.09.1987 at the same stage at which they were drawing pay in the Selection Scale prescribed under Finance Department order dated 23.01.1985 (benefit of fixation of pay at the next stage has already

been given in these cases at the time of granting Selection Scale in terms of Finance Department order dated 23.01.1985, therefore, no further benefit will be admissible.

- (d) The pay of the eligible Junior Engineers who may be granted Selection Scale against the additional Selection Scale posts as indicated in sub-para (b) above may be fixed on the date of granting Selection Scale in the manner as indicated in para 5 of the Finance Department order No. F.17(5)FD(Gr.2)/84 dated 14.09.1987.

Order No. F.17(5)FD(Gr.2)/84 dated 23.09.1989 (8)

Sub.: - Prescription of Selection Scale of pay to low paid employees and regulation of initial pay on appointment to the Selection Grade.

With a view to providing relief to the employees belonging to Class – IV, Ministerial and Subordinate Services, selection grades were introduced for the lowest post belonging to the aforesaid Services provided, the maximum of the Pay Scale of such lowest post does not exceed Rs.1550/- vide this Department Order of even number dated 23.01.1985. Suitable modifications in the aforesaid order were made from time to time. The aforesaid order inter alia lays down: -

- (a) Post eligible for selection grade;
- (b) Number of selection grade posts for each category of posts;
- (c) Selection grade for each eligible post;
- (d) Mode of fixation of pay of an employee drawing pay in selection grade on promotion to the higher post in regular line; and
- (e) Categories of posts to which provisions contained in the order shall not apply.

With a view to providing further relief, the Governor has been pleased to order that the provisions in regard to the matters indicated at (a) to (e) above for grant of selection grades shall henceforth be as under: -

(a) Post eligible for selection grade:

All posts which are the lowest in a particular service (Class IV / Ministerial / Subordinate Services only) and isolated posts having no promotional avenue would be eligible for selection grades. A post lowest in a group of a particular service which can be filled up by direct recruitment only and not by transfer from other groups of the service would also be eligible for selection grade. Provided, a lowest post in these services if carries a pay scale prescribed under the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989 maximum of which exceeds Rs.3200/- shall not be eligible for selection grade. Exceptions allowed in past will continue to be in force.

- (b) Number of selection grade posts for each category of posts:**
The number of selection grade posts for each category of posts eligible for selection grade shall be equivalent to the number of incumbents of that post who have completed service of 15 years after regular appointment to that post and eligible in terms of this Department order of even number dated 23.01.1985, as modified from time to time.
- (c) Selection grade for each eligible post:**
The selection grade for each eligible post shall be the scale for the next higher post in regular line except for the posts in Subordinate Services from which promotion is made directly to a post in a State service and the isolated posts. The selection grade for such posts in Subordinate Services and isolated posts shall be the next higher pay scale e.g. the scale of Rs.1640-2900 (13) for post carrying the pay scale of Rs.1400-2600 (12).
- (d) Mode of fixation of pay:**
Fixation of pay in the selection grade shall be made at the stage next above the basic pay in the ordinary scale. The pay of an employee drawing pay in selection grade of a post will be fixed on promotion to the next higher post in regular line in accordance with provisions contained in Note-'4' below Rule 26A of RSR. Provided, where the next higher post in regular line is a post in State Service, provisions contained in Rule 26A of RSR would be applicable.
- (e) Categories of posts to which provisions contained in the order shall not apply:**
The provisions contained in the order regulating grant of selection grades shall not apply to the following:
- %(a) incumbents of the post of Upholsterer in all departments who may be given the scale of Rs.910-1530 (5) in terms of the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989;
 - (b) incumbents of the post of Lift Operator in all departments who may be given the scale of Rs.910-1530 (5) in terms of the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989;
 - (c) incumbents of the post of Multipurpose Worker (Male) of Medical & Health Department not possessing requisite qualification who may be given the scale of Rs.910-1530 (5) in terms of the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989.]

% Existing item (a) to (d) deleted and item (e), (f) and (g) re-numbered as item (a), (b) and (c) respectively vide Order No.F.17(5)FD(Gr.2)/84 dated 28.08.1990 with immediate effect: -

- (a) members of Rajasthan Police Subordinate Service including Wireless & C.I.D.;
- (b) Constable, Head Constable, Platoon Commander of Home Guards;
- (c) members of Rajasthan Jail Subordinate Services;
- (d) members of Rajasthan Excise Subordinate Service (Preventive Branch) except the post of Driver;

The other provisions and conditions in regard to grant of selection grades as contained in this Department order of even number dated 23.01.1985, as modified from time to time, shall remain unchanged. The fixation of pay of the employees drawing pay in selection grades as on 01.09.1988 shall be made in the Revised Pay Scales in accordance with the provisions contained in the Rajasthan Civil Services (Revised Pay Scale) Rules, 1989.

This order shall come into force w.e.f. 01.09.1988.

Order No. F.17(5)FD(Gr.2)/84 dated 12.12.1989 (9)

Sub.: - Prescription of Selection Scale of pay to low paid employees and regulation of initial pay on appointment to the Selection Grade.

With a view to providing some more reliefs to the incumbents of the lowest post in the Class – IV, Ministerial and Subordinate Services, which are eligible for Selection Grades, the revised selection grades were prescribed vide this department order of even number dated 23rd September 1989, which came into force w.e.f. 01.09.1988.

The matter has further been considered and the Governor has been pleased to order that the Selection Grades for each eligible post w.e.f. 01.09.1988 shall be as under: -

- (a) The Selection Grade for each eligible post, except those covered by clause (b) and (c) below shall be the Scale for the next higher post in the regular line.
- (b) The Selection Grade for all eligible posts from which promotion is made directly to a post in a "State Service" shall be 2000-60-2300-75-3200.
- (c) The Selection grade for an isolated post shall be the Scale which is the pay scale of the next higher post in regular line of the major category of cadre posts carrying pay scale identical to the isolated post.

Clarification:

In terms of clause (c) above, the Selection Grade for the eligible post of Driver shall be the Scale of Rs.1200-30-1560-40-2000-50-2050. This is only an example, therefore, for other isolated posts the Departments shall get the Selection Grade prescribed by Finance Department by furnishing necessary and required details.

This order shall be in partial modification of this department order of even number dated 23.09.1989.

Memorandum No. F.20(90)FD(Gr.2)/89 dated 19.12.1990 (10)

Sub.: - Date from which Selection Grade may be granted – clarification.

Selection Grades for the lowest posts in Class – IV, Ministerial and Subordinate Services were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. The number of Selection Grade posts were restricted to 10% of each category of posts as on 01.04.1984.

With a view to providing more relief to the incumbents of posts eligible for Selection Grade in terms of order referred to above, the limit of Selection Grade posts as mentioned above was removed and the number of Selection Grade posts for each category of posts eligible for Selection Grade was revised equal to the number of incumbents completing service of 15 years after regular appointment to that post and eligible in terms of this department order dated 23.01.1985 vide this department Order No. F.17(5)FD(Gr.2)/84 dated 23.09.1989 which came into force w.e.f. 01.09.1988.

Since the aforesaid order dated 23.09.1989 was given retrospective effect a few Departments sought clarification as to the date from which Selection Grade may be granted against the increased number of Selection Grade posts in terms of this department order dated 23.09.1989. Clarifications were given in individual cases separately.

The matter has been examined in totality and in supersession of all earlier clarifications it is clarified that :

1. Selection Grade to the incumbent eligible in terms of this Department order dated 23.01.1985, as amended from time to time, against the increased number of Selection Grade posts in terms of this Department order dated 23.09.1989 may be granted w.e.f. 01.09.1988. Arrear accruing as a result of grant of Selection Grade from the retrospective date 01.09.1988 would also be payable.
2. If an employee becomes eligible for Selection Grade on completion of 15 years service after regular appointment to that post after 01.09.1988, the Selection Grade would be granted from the date following the day on which he completes 15 years of service and becomes eligible for Selection Grade. Arrear shall also be payable.
3. In respect of the period prior to 01.09.1988 when the number of Selection Grade posts was limited to 10% of the posts in that category as on 01.04.1984, if Selection Grade could not be granted to any employee though the post was available (within 10%) and the employee was eligible, in such a case also Selection Grade can be granted from the date on which the posts became available and the employee became eligible. In this type of cases also the arrear

would be payable. It is however, further clarified that in this type of cases, the Selection Grade for the post shall be as indicated in this department order dated 23.01.1985 or as revised as per Rajasthan Civil Services (Revised Pay Scale) Rules, 1987 with effect from 01.09.1986. Fixation of pay of such employees in the Revised Selection Grade as prescribed vide this Department order dated 23.09.1989 and coming into force with effect from 01.09.1988 shall be made in accordance with the provisions contained in Rajasthan Civil Services (Revised Pay Scales) Rules, 1989.

The cases in which Selection Grades have been granted from a date other than those indicated above may be re-opened and Selection Grades may be granted from the dates as indicated in the above clarification.

Order No. F.20(90)FD(Gr.2)/89 dated 25.06.1991 (11)

Sub.: - Eligibility for Selection Grade.

Selection Grades for lowest posts in Subordinate / Ministerial / Class-IV Services and isolated posts were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. The conditions of eligibility for grant of Selection Grade inter-alia provides in para 2(2) of the aforesaid order that the Selection Grade will be admissible to those Government servants only who possess the requisite basic qualification, as prescribed in the relevant Recruitment Rules of the service for promotion to the higher post in regular line. Some exceptions of this condition were permitted vide this department order No. F.17(5)FD(Gr.2)/84 dated 15.03.1985 and 24.03.1989.

The matter has been considered and the Governor is pleased to order that the condition of eligibility stipulated in para 2(2) of the aforesaid order dated 23.01.1985 alongwith the exceptions inserted thereunder be deleted w.e.f. 01.09.1988.

Order No. F.20(90)FD(Gr.2)/89 dated 25.06.1991 (12)

Sub.: - Eligibility for Selection Grade.

Selection Grades for lowest posts in Subordinate / Ministerial / Class-IV Services and isolated posts were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. The Teachers Grade-II of General Branch of Education Department (Primary & Secondary Education) and Assistant Agriculture Officers/ Agriculture Assistants/ Agriculture Extension Officers/ Farm Managers of Agriculture Department who are appointed to these posts on direct recruitment basis were also made eligible for grant of Selection Grade though these posts are not the lowest in their respective cadre vide this department order No. F.17(5)FD(Gr.2)/84 dated 06.12.1985 and 07.01.1986 respectively. Appointments to the posts of Teacher Grade-II and Assistant Agriculture Officer/ Agriculture Assistant/ Agriculture Extension Officer/ Farm Manager are made by promotion also from amongst the incumbents of the lower posts in regular line. The officials appointed to the aforesaid posts by promotion are not eligible for grant of Selection Grade in terms of order in force at present. The officials promoted against the vacancies of a year rank senior to the officials who are appointed by direct recruitment against the vacancies of the same year. This may result in drawal of pay by promotee officials, not being eligible for selection grade, in a lower pay scale though they are senior.

In view of above the matter has been reconsidered and the Governor is pleased to order that the promotee Teachers Grade-II of General Branch of Education Department (Primary & Secondary Education) and Assistant Agriculture Officers/ Agriculture Assistants/ Agriculture Extension Officer/ Farm Managers of Agriculture Department shall also be eligible for grant of Selection Grade on completion of 15 years service after promotion to these posts and fulfilling other conditions stipulated in this regard. This order shall be deemed to have come into force with effect from 01.09.1988.

Order No. F.20(90)FD(Gr.2)/89 dated 14.10.1991 (13)

Sub.: - Eligibility for Selection Grade.

Selection Grades for lowest posts in Subordinate / Ministerial / Class-IV Services and isolated posts were introduced vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985.

The Drivers of Motor Garage Department and District Pools are governed by the Rajasthan Motor Garage Subordinate Service Rules. As per provisions of these rules the post of Driver is not the lowest post of the service because it can be filled by direct recruitment as also by promotion from amongst the incumbents

of the lower post. The posts of Driver of all other departments are either lowest or isolated. In view of this position, the Drivers of Motor Garage Department and District Pools are not eligible for selection grade in terms of this Department order dated 23.01.1985 referred to above whereas drivers of other departments are eligible for selection grade and have been granted selection grade accordingly. This has resulted in discontentment among the Drivers of Motor Garage Department and District Pools.

In view of the above, the matter has been considered and the Governor is pleased to order that the Drivers of Motor Garage Department and District Pools governed by the Rajasthan Motor Garage Subordinate Service Rules shall also be eligible for grant of selection grade on fulfilling other conditions stipulated in this regard.

This order shall be deemed to have come into force with effect from 01.09.1988. The date of grant of selection grade to the eligible Drivers may be determined in terms of this department Memorandum No. F.20(90)FD(Gr.2)/89 dated 19.12.1990. Arrears accordingly as a result of grant of selection grade would be payable.

SELECTION GRADE

PART – II

First, Second and Third Selection Grade on completion of regular service of 9, 18 and 27 years respectively to the employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades

(From 25.01.1992 & onwards)

(Amended upto 30.04.2008)

GOVERNMENT OF RAJASTHAN
Finance (Gr. 2) Department

ORDER

No. F.20(1)FD(Gr.2)/92

Jaipur, Dated : 25.01.1992

Sub.: - Prescription of Selection Grades for employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades.

With a view to providing relief to the employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts, Selection Grades were prescribed for the lowest posts in these services and isolated posts vide this Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985. This order was amended from time to time to ensure availability of the intended relief. Prescription of Selection Grades as above resolved the problem of stagnation at the maximum of the lowest scale in the cadre and allowed increase in pay of the employees who were covered by the order. The aforesaid order, however, does not provide any relief to the employees who are recruited directly to a post, which is not the lowest in the cadre and also does not deal with problem of stagnation in many cadres due to absence or limited opportunity of promotion. This has been engaging the attention of the Government for some time past. The matter has been considered and in supersession of all orders issued in this regard in the past, the Governor has been pleased to order that the Government servants of the categories mentioned hereunder and who are drawing pay in the pay scales prescribed under the Rajasthan Civil Services (Revised Pay Scales) Rules, 1989 may be granted Selection Grades as indicated below: -

1. This order shall be applicable to all Government servants in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and drawing pay in Revised Pay Scales, 1989, the maximum of which does not exceeds Rs.3200/-. This order shall not apply to Government servants in the State Services as defined in the Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1958 and to those who have got Selection Grade of Rs.2200-4000 in terms of this order.
2. (i) The first Selection Grade shall be granted from the day following the day on which one completes service of nine years, provided that the employee has not got one promotion earlier as is available in his existing cadre.
(ii) The second Selection Grade shall be granted from the day following the day on which one completes service of eighteen years, provided that the employee has not got two promotions earlier as might be available in his existing cadre and the first

Selection Grade granted to him was lower than the pay scale of Rs.2200-4000.

- (iii) The third Selection Grade shall be granted from the day following the day on which one completes service of twenty seven years, provided that the employee has not got three promotions earlier as might be available in his existing cadre and the first or the second Selection Grade granted to him, as the case may be, was lower than the pay scale of Rs.2200-4000.

3. The service of nine, eighteen or twenty seven years, as the case may be, shall be counted from the date of first appointment in the existing cadre / service in accordance with the provisions contained in the Recruitment Rules;

Provided that if an employee subsequent to his first appointment to a post in a cadre / service, as a result of direct recruitment, is appointed to some other post in the same cadre or any other cadre, service from the date of later appointment shall be taken into consideration for the purpose of grant of Selection grades;

Provided further that if an employee subsequent to his first appointment to a post in a cadre / service, in accordance with provisions contained in the relevant service rules, is promoted to a post in some other cadre, service from the date of such promotion shall be taken into consideration for the purpose of grant of the Selection grades;

¹[Provided further that in the case of an employee who has been/ is declared surplus and absorbed against a new post either in the same or another department excluding absorption on higher post, the service of nine, eighteen or twenty seven years, as the case may be, shall be counted for the purpose of grant of selection grade from the date of initial appointment in the Government service in accordance with the provisions contained in the relevant recruitment rules. As a result of counting of service rendered prior to absorption for grant of selection grade, if the pay of a junior Government servant happens to be more than the pay of his senior, no stepping up of pay of senior Government servant shall be permissible.]

1. Substituted vide FD Order No. F.20(1)FD(Gr.2)/92-Pt.IX dated 03.05.1997 w.e.f. 25.01.1992.

²[Provided further that in the case of an employee who is declared surplus and absorbed against a new post, the service of nine, eighteen or twenty seven years, as the case may be, shall be deemed to have been completed on the date on which his immediately senior employee completes that period of service or on completion of service from the date of appointment to the post held before absorption, whichever is later.]

2. Substituted vide FD Order No. F.20(1)FD(Gr.2)/92-Pt.V dated 07.10.1995 w.e.f. 25.01.1992.

"Provided further that in the case of an employee who is declared surplus and absorbed against a new post, the service of nine, eighteen or twenty seven years, as the case may be, shall be deemed to have been completed on the date on which his immediately junior employee completes that period of service or on completion of service from the date of appointment to the post held before absorption, whichever is later."

%[Provided further that in the case of an employee who has been transferred from one department to another department or from one appointing authority to another appointing authority within the same department in public interest or at his own request or while serving in one department of the State Government is recruited directly in other department on the same post, the service of nine, eighteen or twenty seven years, as the case may be, shall be counted for the purpose of grant of selection grade from the date of initial appointment on the same post in accordance with the provisions contained in the relevant recruitment rules. As a result of counting of service rendered in previous department/ under previous appointing authority for grant of selection grade, if the pay of a junior Government servant becomes more than the pay of his senior, no stepping up of pay of senior Government servant shall be permissible.]

§[Exception - The admissibility of Selection Grade to Junior Engineer would be on completion of nine, eighteen or twenty seven years of continuous service on the post of Junior Engineer.]

4. (i) The first Selection Grade, wherever admissible in terms of this order shall be the pay scale of the next promotion post in the same service / cadre i.e. Class – IV/ Ministerial / Subordinate Service; provided that in case there is no next promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the first Selection Grade shall be the pay scale corresponding to his existing pay scale as specified in paragraph 5.

#[(ii) The second Selection Grade, wherever admissible, in terms of this order, shall be the pay scale of the second promotion post available

% Substituted vide FD Order No. F.20(1)FD(Gr.2)/92-Pt.IX dated 03.05.1997 w.e.f. 25.01.1992.

³[Provided further that in the case of an employee who has been transferred from one department to another department on the same post whether is public interest or on his own request, the service of nine, eighteen or twenty seven years, as the case may be, shall be deemed to have been completed on the date on which his immediately senior employee completes that period of service or on completion of service from the date of first appointment in the existing cadre / service in accordance with the provisions contained in the recruitment rules before transfer, whichever is later.]

3. Inserted vide FD Order No. F.20(1)FD(Gr.2)/92-Pt.V dated 07.10.1995 w.e.f. 25.01.1992.

\$ Added vide FD Order No. F.20(1)FD(Gr.2)92 dated 21.10.1993 w.e.f. 25.01.1992.

Substituted vide FD Order No. F.20(1)FD(Gr.2)92 dated 14.02.1992 w.e.f. 25.01.1992.

(ii) *The second Selection Grade, wherever admissible in terms of this order, shall be the pay scale of the second promotion post available to that employee in the same service / cadre; provided that in case there is no second promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the second Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade) as specified in paragraph 5.*

(iii) *The third Selection Grade, wherever admissible in terms of this order, shall be the pay scale of the third promotion post available to that employee in the same service / cadre; provided that in case there is no third promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the third Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade) as specified in paragraph 5.*

to that employee in the same service / cadre; provided that in case the second promotion post available in the same service/ cadre carries a pay scale higher than the pay scale of Rs.2200-4000 (16) or there is no second promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the second Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade), as specified in paragraph 5.

- (iii) The third Selection Grade, wherever admissible in terms of this order, shall be the pay scale of the third promotion post available to that employee in the same service / cadre; provided that in case the third promotion post available in the same service/ cadre carries a pay scale higher than the pay scale of Rs.2200-4000 (16) or there is no third promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the third Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade), as specified in paragraph 5.]

5. In case there is no post for first, second or third promotion, as the case may be, in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the Selection Grades shall be as specified below: -

S. No.	Existing Pay Scale	Selection Grade
1.	750-940 (1)	775-1025 (2)
2.	775-1025 (2)	800-1250 (3)
3.	800-1250 (3)	825-1350 (4)
4.	825-1350 (4)	950-1680 (6)
5.	910-1520 (5)	975-1720 (7)
6.	950-1680 (6)	1200-2050 (9)
7.	975-1720 (7)	1200-2050 (9)
8.	1025-1800 (8)	1400-2300 (10)
9.	1200-2050 (9)	1400-2600 (12)
10.	1400-2300 (10)	(i) in those cases where next promotion post is in a State service – 2000-3200 (14)
11.	1400-2360 (11)	
12.	1400-2600 (12)	(ii) in other cases – 1640-2900 (13)
13.	1640-2900 (13)	2000-3200 (14)
14.	2000-3200 (14)	2000-3500 (15)
15.	2000-3500 (15)	2200-4000 (16)

Note - If an incumbent of the isolated post or a person not possessing academic qualifications prescribed for promotion has been granted Selection grade before issue of this order and such selection grade is higher than that indicated in this paragraph, he will continue to

draw pay in such selection grade as personal to him but the second or third selection grades shall be determined with reference to the first or second selection grade which would have been admissible in term of this paragraph.

§[Exception - The second Selection Grade of the post of Junior Engineer of all departments shall be 2200-4000(16).]

6. The appointing authority for the post held by the employee shall be competent to grant Selection Grade. In respect of categories of posts where seniority is maintained by an authority senior to the appointing authority, such senior authority shall be competent to grant Selection Grade.
7. Selection Grades in term of this order shall be granted only to those employees whose record of service is satisfactory. The record of service which makes one eligible for promotion on the basis of seniority shall be considered to be satisfactory for the purpose of grant of the Selection Grade.

%[GOVERNMENT OF RAJASTHAN'S DECISION

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8. Notwithstanding anything contained in the foregoing paragraphs, if an employee forgoes promotion on issue of order to this effect, he shall not be granted second or third selection grade under this order.
9. Grant of Selection Grade shall not affect the seniority in the cadre nor the sanctioned strength of each category of posts in the cadre.

§ Added vide FD Order No. F.20(1)FD(Gr.2)92 dated 11.11.1992 w.e.f. 25.01.1992.

% Inserted vide FD Order No. F.20(1)FD(Gr.2)92 dated 23.04.1994

- #[10 (a) If an eligible employee becomes entitled to second selection grade straightway in terms of this order, his pay would first be fixed in the first selection grade with reference to pay being drawn immediately before grant of second selection grade and thereafter on the same date his pay would be re-fixed in second selection grade with reference to the pay fixed in the first selection grade or arrived at in terms of provisions of para 12 of aforesaid order in respect of first selection grade, as the case may be.
- (b) If an eligible employee becomes entitled to third selection grade straightway in terms of this order, his pay would be first be fixed as per clause (a) of this para and thereafter on the same date his pay would be re-fixed in third selection grade with reference to the pay fixed in the second selection grade.]
11. When a Government servant is granted first, second or third Selection Grade, as the case may be, his initial pay in this Selection Grade shall be fixed at the stage next above the pay notionally arrived at by increasing the pay being drawn by him in the existing pay scale (pay scale of the post held or the Selection grade) by one increment. If Selection grade is granted to an employee with effect from the date on which he earns increment, pay in the Selection Grade will be fixed with reference to the pay admissible in the existing pay scale including the increment.
- %[12. The pay of the employees already granted Selection Grade before issue of this order shall be re-fixed at the next above stage in the Selection Grade admissible in terms of this order provided that in cases, where pay in the Selection Grade was fixed at the minimum, and the pay so fixed is equal or more than the pay drawn in the ordinary pay scale by an amount of next increment in the ordinary pay scale plus first increment of the Selection Grade, the provision of fixation of pay at the next above stage in the Selection Grade in terms of this order shall not be applicable. Pay in the second or third selection grade admissible in terms of this order shall be fixed thereafter.]

Substituted vide FD Order No. F.20(1)FD(Gr.2)92 dated 22.11.1993 w.e.f. 25.01.1992.

10. If an eligible employee becomes entitle to second or third selection grade straightway in terms of this order, his pay would be fixed directly in the second or third selection grade, as the case may be, with reference to pay being drawn immediately before grant of the second or third Selection Grade.

% Substituted vide FD Order No. F.20(1)FD(Gr.2)92-Part-VII dated 19.04.1995 w.e.f. 25.01.1992.

"12. The pay of the employees already granted Selection Grade before issue of this order shall be re-fixed at the next above stage in the Selection Grade admissible in terms of this order. Pay in the second or third selection grade admissible in terms of this order shall be fixed thereafter."

13. In case of an employee who gets his regular promotion after getting the Selection grade (identical to or lower than the pay scale of the promotion post), his pay shall be fixed in the pay scale of the promotion post at the equal stage. If there is no equal stage in the pay scale of the promotion post, pay shall be fixed at the next higher stage. In cases where the Selection Grade (second or third) already granted to an employee is higher than the pay scale of the promotion post, the employee shall continue to draw pay in the Selection Grade and his pay shall not be fixed in the pay scale of the promotion post.
14. The next increment in the Selection Grade shall be granted to an employee on the date he would have drawn his increment had he not been granted the Selection Grade, provided that where the pay is fixed at the minimum of the Selection Grade and the pay so fixed is more than the pay drawn in the existing pay scale by an amount equal to the amount of the next increment in the existing pay scale plus the amount of first increment in the Selection Grade, the next increment shall be admissible after completion of service for the full incremental period of one year under Rule 31 of the Rajasthan Service Rules.

This order shall come into force with immediate effect.

Order No. F.20(1)FD(Gr.2)/92 dated 28.01.1993 (2)

Sub.: - Prescription of Selection Grades for employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades.

Selection Grades for employees in Class – IV, Ministerial and Subordinate Services and those holding isolated posts were prescribed vide this department order of even number dated 25.01.1992, as amended vide order of even number dated 14.02.1992 and 11.11.1992.

2. As per order dated 25.01.1992, the second selection grade for the post of Junior Engineer of all departments was prescribed as 2000-3500 (15). Vide order of even number dated 11.11.1992, the Junior Engineer of all departments have been allowed the second selection grade of 2200-4000 (16) instead of 2000-3500 (15) and thus there would be no third selection grade for the Junior Engineer.

3. The matter has been again considered and in partial modification of order dated 11.11.1992, the Governor is pleased to order that Junior Engineer of all departments who have completed service of eighteen years as on 24.01.1992 shall have an option to elect the second selection grade as 2000-3500 (15) or as 2200-4000 (16). The second selection grade will be granted as per option given by the concerned Junior Engineer. Only those of the Junior Engineers who opt for the second selection grade of 2000-3500 shall be entitled to third selection grade of 2200-4000 on completion of service of 27 years. Those who opt for second selection grade of 2200-4000 will not be entitled to a third selection grade on completion of service of 27 years.

4. Junior Engineers who shall complete service of eighteen years on or after 25.01.1992 shall be entitled to second selection grade of 2200-4000 as provided in order of even number dated 11.11.1992.

5. This order shall be deemed to have come into force with effect from 25.01.1992.

Clarification No. F.20(1)FD(Gr.2)/92 dated 03.04.1993 (3)

Sub.: - Prescription of Selection Grades for employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades.

Attention is invited to Finance Department's order of even number dated 25.01.1992, as amended vide order dated 14.02.1992 on the subject mentioned above. Many Heads of Departments have solicited clarification on a number of points regarding grant of Selection Grades. Accordingly the points in respect of which references were received are clarified as under: -

POINT OF DOUBT	CLARIFICATION
1) Whether Selection Grade can be granted under Finance Department Order No. F.17(5)FD(Gr.2)/84 dated 23.01.1985 as amended from time to time to the employees eligible for Selection Grade under these orders even after issue of Finance Department order dated 25.01.1992.	Yes
2) Years of service to be counted for the purpose of grant of Selection Grade.	Years of service are to be counted for grant of Selection Grade from the date the employee has regularly been recruited in the existing cadre / service as per provisions contained in the relevant recruitment rules. For example the following period of service is not countable for grant of Selection Grade:- (i) the period of service rendered in the other cadre / service before appointment in the existing cadre / service. (ii) the period of service rendered in the existing cadre / service before regular appointment in accordance with relevant recruitment rules to the post.
3) Grant of Selection Grade to the employees declared surplus and absorbed against a new post or the same post.	The service of nine, eighteen or twenty seven years, as the case may be, shall be deemed to have been completed on the date on which his immediately junior employee completes that period of service or on completion of such service from the date of appointment to the post held before absorption whichever is later.

<p>4) What will be the first, second and third Selection Grade ?</p>	<p>§[(i) In cases where first, second or third promotion post exists in the same service/ cadre i.e. in Class – IV, Ministerial and Subordinate services and the employee possesses academic qualifications for promotion the first, second or the third Selection Grade shall be the pay scale of the first, second or the third promotion post. If the pay scale of the second / third promotion post available in the same service/ cadre is higher than the pay scale of 2200-4000, the second/ third Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade) as specified in paragraph 5 of the order dated 25.01.1992.]</p> <p>(ii) in cases where next promotion post exists in the same service / cadre but the employee does not possess academic qualification prescribed for promotion the first, second or third Selection Grade shall be the pay scale corresponding to his existing pay scale as specified in para 5 of the order dated 25.01.1992.</p> <p>(iii) in cases where promotion post in regular line does not exist in the same cadre/ service the first, second or third Selection Grade shall be the pay scale corresponding to his existing pay scale as specified in para 5 of the order dated 25.01.1992.</p>
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§ Substituted vide FD Order No. F.20(1)FD(Gr.2)/92 dated 21.08.1996 w.e.f. 25.01.1992.

“(i) In cases where first, second or third promotion post exist in the same service/ cadre i.e. in Class – IV, Ministerial and Subordinate Service and the employee possesses academic qualifications for promotion the first, second or the third Selection Grade shall be the pay scale of the first, second or the third promotion post. If the pay scale of the promotion post is higher than the pay scale of 2200-4000, the Selection Grade shall be restricted to the pay scale of 2200-4000.”

	<p>(iv) Selection Grades for isolated posts shall be the pay scale corresponding to his existing pay scale as specified in para 5 or order dated 25.01.1992.</p> <p>(v) in cases where next promotion post is in a State service, the Selection Grade shall be the pay scale corresponding to his existing pay scale as specified in para 5 of the order dated 25.01.1992.</p>
5) Authority competent to grant Selection Grade.	Appointing authority for the post held by the employee is competent to grant Selection Grade. In respect of categories of post where seniority is maintained by an authority, senior to the appointing authority, such senior authority is competent to grant Selection Grade.
6) The service record which can be considered as satisfactory for grant of Selection Grade.	The record of service which makes the employee eligible for promotion on the basis of seniority shall be considered satisfactory for grant of Selection Grade. In other words if the concerned employee can be promoted to the next higher post on the basis of his service record, he can be granted Selection Grade.
7) Grant of Selection Grade in case where a Government servant has been offered promotion on higher post but who had forgone/ forgoes the chance of promotion.	Such employees are eligible for first Selection Grade. He is not eligible for second and third selection grade. He is to be granted first selection grade only & no second & third selection grade.
8) Fixation of pay of the employee who has already been granted Selection Grade under Finance Department order dated 23.01.1985.	(i) If Selection Grade already granted under order dated 23.01.1985 is lower than the first Selection Grade prescribed under order dated 25.01.1992, the pay shall be fixed from 25.01.1992 at the next above stage in the first Selection Grade prescribed under order dated 25.01.1992.

	<p>(ii) If Selection Grade already granted under order dated 23.01.1985 and first Selection Grade prescribed under order dated 25.01.1992, is the same, the pay of the employee shall be refixed from 25.01.1992 at the next above stage.</p> <p>(iii) After fixing the pay under (i) or (ii) as the case may be, pay in the second or third selection grade shall be fixed.</p>
<p>9) Fixation of pay on grant of Selection Grade under order dated 25.01.1992.</p>	<p>(i) On grant of first, second or third Selection Grade, as the case may be, the pay shall notionally be arrived at by adding one increment in the existing pay scale i.e. pay scale of the post held or the Selection Grade and shall be fixed at the stage next above in the first, second or third Selection Grade.</p> <p>(ii) In cases where an employee was drawing pay at the maximum of the pay scale of the post, on grant of first, second or third Selection Grade the pay shall notionally be arrived at by adding an amount equivalent to the rate of last increment in the pay scale of the post held and then the pay shall be fixed at the stage next above in the first, second or third Selection Grade.</p> <p>(iii) If an employee becomes eligible for second or third Selection Grade straightway in terms of order dated 25.01.1992 his pay shall be fixed directly in second or third Selection Grade with reference to pay being drawn immediately before grant of second or third Selection Grade as specified in para (i) or (ii) above.</p>

<p>10) Fixation of pay on regular promotion, of an employee drawing pay in Selection Grade.</p>	<p>Employees drawing pay in Selection Grade which is identical or lower than the pay scale of the promotion post, shall on regular promotion, be fixed in the pay scale of the promotion post at an equal stage. If there is no equal stage in the pay scale of the promotion post, pay shall be fixed at the next higher stage.</p>
<p>11) Next date of increment on grant of Selection Grade.</p>	<p>In this regard provisions contained in para 14 of order dated 25.01.1992 are quite clear.</p>
<p>12) Whether the period during which a Government servant remained / remains on extraordinary leave with or without medical certificate shall be counted for the purpose of reckoning the period of service for grant of Selection Grade or not.</p>	<p>Period during which a Government servant remained / remains on extraordinary leave with or without medical certificate shall be counted for reckoning the period of service for grant of Selection Grade.</p>
<p>13) Grant of increment in cases where date of eligibility for Selection Grade and date of increment happens to be the same.</p>	<p>In cases where date of increment and date of eligibility for Selection Grade is the same, the pay in Selection Grade shall be fixed on the basis of pay admissible on that date including increment. Next increment shall be admissible after completion of service for the full incremental period of one year under Rule 31 of Rajasthan Service Rules.</p>
<p>14) What shall be the age of superannuation for employees of Class-IV service (as defined in Rule 7(4A) of Rajasthan Service Rules) when they draw pay in a Selection Grade carrying pay scale above pay scale No. 2.</p>	<p>In case of Government servants belonging to Class-IV service drawing pay in Selection Grade carrying pay scale above pay scale No 2, the age of superannuation shall be 60 years as clarified under Clarification No. F.1(9)FD(Gr.2)/90 dated 30.07.1992.</p>

Order No. F.20(1)FD(Gr.2)/92 Pt.-III dated 18.10.1993 (4)

Sub.: - Prescription of Selection Grades for employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades.

Under this Department order No. F.20(1)FD(Gr.2)/92 dated 25.01.1992 employees in Class – IV, Ministerial and Subordinate Services and those holding isolated posts drawing pay in Revised Pay Scales, 1989 the maximum of which does not exceed Rs.3200/- were allowed three Selection Grades on completion of Service of nine, eighteen and twenty seven years. As per para 8 of the aforesaid order if an employee who had forgone/ forgoes the chance of promotion, he shall not be granted second or third Selection Grade.

In this regard a question has arisen as to whether the employees who are promoted to the next higher post after grant of second or third Selection Grade and he declines to accept the chance of promotion, would he continue to draw pay in the second or third Selection Grade as the case may be, or not.

The matter has been considered and the Governor is pleased to order that Government servants who are promoted to the next higher post after grant of third Selection Grade and who forgo the chance of promotion would continue to draw pay in that Selection Grade. Government servants who are promoted to the next higher post after grant of second selection grade and who forgo the chance of promotion would continue to draw pay in that second selection grade but such employees would not be eligible for third selection grade.

Order No. F.20(85)FD(Gr.2)/89 dated 20.11.1993 (5)

Sub.: - General permission to exercise option / re-option under Rajasthan Civil Services (Revised Pay Scales) Rules, 1989.

The undersigned is directed to say that the Rajasthan Civil Services (Revised Pay Scales) Rules, 1989 were promulgated vide Notification No. F.20(1)FD(Gr.2)/89 dated 23.09.1989 with effect from 01.09.1988 and permission to exercise option / re-option upto 31st January 1990 was accorded vide Memorandum of even number dated 27.12.1989. The employees in Class-IV/ Ministerial and Subordinate Services and those holding isolated posts were allowed first, second and third Selection Grades on completion of 9, 18 and 27 years of service respectively vide Finance Department Order No. F.20(1)FD(Gr.2)/92 dated 25.01.1992 as amended from time to time. This order was made effective from 25.01.1992. Now, it has been represented to the Government that introduction of Selection Grades has adversely affected the option already exercised by the employees in accordance with the provisions referred to above and it has been demanded that general permission to exercise

option / re-option under Rajasthan Civil Services (Revised Pay Scales) Rules, 1989 may be accorded to them.

The matter has accordingly been considered and it has been decided that all Government servants belonging to aforesaid categories may be permitted to exercise option or re-option under Rule 9 of the Rajasthan Civil Services (Revised Pay Scales) Rules, 1989 within two months from the date of publication of this order in Rajasthan Rajpatra.

Order No. F.20(1)FD(Gr.2)/92.Pt.-IV dated 16.02.1995 (6)

It has come to the notice of the Government that some Government servants have applied for grant of extra ordinary leave for a few days say two or three days, though other kind of leave are admissible to them with the explicit intention of getting the date of increment changed so that they may get increment after fixation of pay in the selection grade. On some stages of pay, fixation in the Selection Grade comes to the same stage with or without adding annual increment and hence, in such situation employees have availed extra ordinary leave to get the date of increment changed so that they may be able to get annual increment after fixation of pay in the selection grade.

2. Provisions of Rule 96(a) of Rajasthan Service Rules, which regulate grant of extra ordinary leave are as follows: -

“96(a) Extraordinary Leave may be granted to a Government servant in special circumstances: -

- (i) when no other leave is by rule admissible; or
- (ii) when other leave is admissible, but the Government servant concerned applied in writing for the grant of Extraordinary Leave.”

3. Where other leave is admissible to the Government servant but the Government servant concerned has applied in writing for the grant of extra-ordinary leave in such cases the competent authorities can grant extra-ordinary leave under Rule 96(a) of Rajasthan Service Rules, if he is satisfied with the special circumstances indicated by the Government servant for grant of extra-ordinary leave and not otherwise.

4. It is therefore enjoined upon the authorities competent to sanction extra ordinary leave that in cases where extra ordinary leave has been granted on or after 25.01.1992 may be reviewed and it may be ascertained whether the extra-ordinary leave already granted have not been taken by the Government servant

with a view to getting the date of increment changed so that he may get annual increment after fixation of pay in the selection grade. In cases where it is found that extra-ordinary leave has been taken only with the above intention the same may be refused and he may be asked to apply the leave, which is admissible to him under rules.

5. In future such type of cases may also be decided accordingly.

Order No. F.20(1)FD(Gr.2)/92 dated 04.12.1996 (7)

Sub.: - Prescription of Selection Grades for employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades.

Attention is invited towards this department order of even number dated 25.01.1992, as amended from time to time, vide which selection grade were introduced for the employees mentioned in the subject. According to the provisions contained in the aforesaid orders in case a Government servant forgoes the chance of promotion is not allowed second and/ third selection grades but in respect of a Government servant who is offered promotion after grant of second and / third selection grade, if he forgoes the chance of promotion, he is allowed to continue to draw pay in the selection grade. As a result of these provisions, the tendency of forgoing the promotion is growing on various personal consideration of the respective employees. Difficulties are being experienced by the various appointing authorities in filling the promotion posts from the competent and qualified persons and consequently the performance of the Government work is being adversely effected.

2. To solve this problem, the matter has been considered in detail and in partial modification of the aforesaid order the Governor is pleased to order that Government servant who is drawing pay in second or third selection grade, if on his actual promotion to second/ third promotion post forgoes the promotion, the benefit of second and / third selection grade, as the case may be, shall be withdrawn from the date he forgoes the promotion. The pay of such an employee shall be refixed either in pay scale of the first promotion post or in the first selection grade or in pay scale of the second promotion post, at the stage he would have drawn had he not been granted second and / third selection grade(s), as the case may be.

3. The Governor is further pleased to order that the Government servant who had forgone the second or third promotion before issue of this order and is drawing pay either in the second or third selection grade, the benefit of second and / third selection grade, as the case may be, shall not be withdrawn, and in case such a Government servant is again offered promotion after issue of this order, the benefit of second and / third selection grade shall be withdrawn from the date he refuses to accept the promotion. The pay of such an employee shall be refixed either in pay scale of the first promotion post or in the first selection grade or in pay scale of the second promotion post, at the stage he would have drawn had he not been granted second and / third selection grade(s), as the case may be.

**GOVERNMENT OF RAJASTHAN
FINANCE DEPARTMENT
(RULES DIVISION)**

ORDER (8)

No. F.16(2)FD(Rules)/98

Jaipur, Dated February 17, 1998

Sub.: - Prescription of Selection Grades for employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and fixation of pay in Selection Grades consequent upon revision of pay scales of State employees from 01.09.1996.

With a view to providing relief to the employees in Class-IV, Ministerial and Subordinate Services and those holding isolated posts, three selection grades on completion of service of nine, eighteen and twenty seven years were prescribed vide this Department Order No. F.20(1)FD(Gr.2)/92 dated 25.01.1992. This order was amended from time to time. Consequent upon revision of pay scale of the State Government employees from 01.09.1996 under Rajasthan Civil Services (Revised Pay Scales) Rules, 1998, the matter has been considered and in supersession of all orders issued in this regard in the past, the Governor is pleased to order that the Government servants of the categories mentioned hereunder and who are drawing pay in the pay scales prescribed under the Rajasthan Civil Services (Revised Pay Scales) Rules, 1998 may be granted Selection Grades as indicated below: -

1. This order shall be applicable to all Government servants in Class-IV, Ministerial and Subordinate Services and those holding isolated posts and drawing pay in Revised Pay Scales, 1998, the maximum of which does not exceed Rs.10,500/-. This order shall not apply to Government servants in the State Services as defined in the Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1958 and to those who have got Selection Grade equivalent to the pay scales of the lowest post of State service to which they are eligible for promotion or selection grade of 8000-13500, whichever is lower in terms of this order.
2. (i) The first Selection Grade shall be granted from the day following the day on which one completes service of nine years provided that the employees has not got one promotion earlier as is available in his existing cadre.
(ii) The second Selection Grade shall be granted from the day following the day on which one completes service of eighteen years, provided that the employee has not got two promotions earlier as might be available in his existing cadre and the first

Selection Grade granted to him was lower than the pay scale of the lowest post of State Services to which he is eligible for promotion or selection grade of 8000-13500, whichever is lower.

- (iii) The third Selection Grade shall be granted from the day following the day on which one completes service of twenty seven years, provided that the employee has not got three promotions earlier as might be available in his existing cadre and the first or the second Selection Grade granted to him, as the case may be, was lower than the pay scale of the lowest post of State Service to which he is eligible for promotion or selection grade of 8000-13500, whichever is lower.

3. The service of nine, eighteen or twenty seven years, as the case may be, shall be counted from the date of first regular appointment in the existing cadre / service in accordance with the provisions contained in the relevant Recruitment Rules. The period during which a Government servant remained/ remains on extra ordinary leave with or without medical certificate shall also be counted for reckoning the period of service for grant of selection grade;

Provided that if an employee subsequent to his first appointment to a post in a cadre / service, as a result of direct recruitment, is appointed to some other post in the same cadre or other cadre, service from the date of later appointment shall be taken into consideration for the purpose of grant of selection grades;

Provided further that if an employee subsequent to his first appointment to a post in a cadre / service, in accordance with provisions contained in the relevant recruitment rules, is promoted to a post in some other cadre, then in such a case service from the date of promotion shall be taken into consideration for the purpose of grant of Selection grades;

Provided also that in case of an employee who has been / is declared surplus and absorbed against a new post either in the same or another department excluding absorption on higher post, the service of nine, eighteen or twenty seven years, as the case may be, shall be counted for the purpose of grant of Selection Grade from the date of initial regular appointment in the Government service in accordance with the provisions contained in the relevant recruitment rules. As a result of counting of service rendered prior to absorption for grant of selection grade, if the pay of a junior Government servant happens to be more than the pay of his senior, no stepping up of pay of senior Government servant shall be permissible;

Provided further also that in case of an employee who has been transferred from one department to another department or from one Appointing Authority to another Appointing Authority within the same department in public interest or at his own request or while serving in one department of the State Government is recruited directly in other department on the same post, the service of nine, eighteen or twenty seven years, as the case may be, shall be counted for the purpose of grant of selection grade from the date of initial regular appointment on the same post in accordance with the provisions contained in the relevant recruitment rules. The term 'same post' for this purpose shall mean post carrying the same designation and pay scale. As a result of counting of service rendered in previous department/ under previous appointing authority for grant of selection grade, if the pay of a junior Government servant becomes more than the pay of his senior, no stepping up of pay of senior Government servant shall be permissible.

4. (i) The first Selection Grade, wherever admissible in terms of this order shall be the pay scale of the next promotion post in the same service / cadre i.e. Class – IV/ Ministerial / Subordinate Service; provided that in case there is no next promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the first Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held) as specified in paragraph 5.
- (ii) The second Selection Grade, wherever admissible, in terms of this order, shall be the pay scale of the second promotion post available to that employee in the same service / cadre; provided that in case the second promotion post available in the same service/ cadre carries a pay scale higher than the pay scale of 8000-13500 (13) or there is no second promotion post in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the second Selection Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade), as specified in the paragraph 5.
- (iii) The third Selection Grade, wherever admissible in terms of this order, shall be the pay scale of the third promotion post available to that employee in the same service / cadre; provided that in case the third promotion post available in the same service/ cadre carries a pay scale higher than the pay scale of 8000-13500 (13) or there is no third promotion post in the same service/ cadre or the employees does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the third Selection

Grade shall be the pay scale corresponding to his existing pay scale (pay scale of the post held or the selection grade), as specified in paragraph 5.

5. In case there is no post for first, second or third promotion, as the case may be, in the same service/ cadre or the employee does not possess academic qualifications prescribed for promotion and in respect of the isolated posts, the Selection Grades shall be as specified below: -

S. No.	Existing Pay Scale	Selection Grade	
1.	2550-3200 (1)	2610-3540 (2)	
2.	2610-3540 (2)	2650-4000 (3)	
3.	2650-4000 (3)	2750-4400 (4)	
4.	2750-4400 (4)	3050-4590 (6)	
5.	2950-4475 (5)	3200-4900 (7)	
6.	3050-4590 (6)	4000-6000 (9)	
7.	3200-4900 (7)	4000-6000 (9)	
8.	3400-5200 (8)	5000-8000 (10)	
9.	4000-6000 (9)	5000-8000 (10)	
10.	5000-8000 (10)	(i) 6500-10500 (12)	In those cases where next promotion post is in a State Service.
		(ii) 5500-9000 (11)	In other cases.
11.	5500-9000 (11)	6500-10500 (12)	
12.	6500-10500(12)	8000-13500 (13)	

§[Exception - From 01.08.1998 the Selection Grades of the post of Junior Compounder / Nurse of Ayurved Department shall be as specified below: -

- | | | |
|----|------------------------|-------------------|
| 1. | First Selection Grade | 5500-9000 (11) |
| 2. | Second Selection Grade | 6500-10500 (12) |
| 3. | Third Selection Grade | 7500-12000 (12A)] |

6. The appointing authority for the post held by the employee shall be competent to grant Selection Grade. In respect of categories of posts where seniority is maintained by an authority senior to the appointing authority, such senior authority shall be competent to grant Selection Grade.
7. Selection Grades in term of this order shall be granted only to those employees whose record of service is satisfactory. The record of service which makes one eligible for promotion on the basis of seniority shall be considered to be satisfactory for the purpose of grant of the Selection Grade.

§ Added vide FD Order No. F.16(2)FD(Rules)/98 dated 15.05.1999 w.e.f. 01.08.1998.

8. Notwithstanding anything contained in the foregoing paragraphs, if an employee has forgone/ forgoes promotion or seeks revision, he shall not be granted second or third selection grade under this order.
In cases where a Government servant who is drawing pay in second or third selection grade if on his actual promotion to second / third promotion post forgoes the promotion, the benefit of second and third selection grades, as the case may be, shall be withdrawn from the date he forgoes the promotion. The pay of such an employee shall be refixed either in pay scale of the first promotion post or in the first selection grade or in pay scale of second promotion post, at the stage he would have drawn had he not been granted second and / third selection grade(s), as the case may be.
9. Grant of Selection Grade shall not affect the seniority in the cadre nor the sanctioned strength of each category of posts in the cadre.
10. When a Government servant is granted first, second or third Selection Grade, as the case may be, his initial pay in the Selection Grade shall be fixed at the stage next above the pay notionally arrived at by increasing the pay being drawn by him in the existing pay scale (pay scale of the post held or the Selection grade) by one increment. In cases where an employee is drawing pay at the maximum of the pay scale of the post or the selection grade, his pay shall be fixed at the stage next above the pay notionally arrived at by adding an amount equivalent to the last increment. If Selection grade is granted to an employee with effect from the date on which he earns increment, pay in the Selection Grade will be fixed with reference to the pay admissible in the existing pay scale including the increment.
11. The next increment in the Selection Grade shall be granted to an employee on the date he would have drawn his increment had he not been granted the Selection Grade, provided that where the pay is fixed at the minimum of the Selection Grade and the pay so fixed is more than the pay drawn in the existing pay scale by an amount equal to the amount of the next increment in the existing pay scale plus the amount of first increment in the Selection Grade, the next increment shall be admissible after completion of service for the full incremental period of one year under Rule 31 of the Rajasthan Service Rules.
12. In case of an employee who gets his regular promotion after getting the Selection grade (identical to or lower than the pay scale of the promotion post), his pay shall be fixed in accordance with the provisions contained in Note 4 of Rule 26A of Rajasthan Service Rules.
13. In case of Government servants drawing pay in selection grades of pay granted under FD order No. F.20(1)FD(Gr.2)/92 dated 25.01.1992 as amended from time to time, the revised selection grades under Rule 6(ii)

of Revised Pay Scales, 1998 are the corresponding pay scale as indicated in Section 'A' of Schedule-I, appended to Revised Pay Scales, 1998. If the existing selection grade revised as above is lower than the selection grade admissible under this order, the selection grade admissible under this order shall be applicable. In such a case pay shall be refixed with effect from 01.09.1996 in the selection grade as per this order at the equal stage and if there is no equal stage than at the next above stage. In other cases where the existing selection grade revised under Rule 6(ii) of Revised Pay Scales, 1998 is higher than the selection grade admissible under this order then that selection grade shall be applicable as personal to the existing incumbent however, the next selection grade shall be admissible as per the provisions of this order.

This order shall come into force with effect from 01.09.1996. No arrear shall accrue to Government servants who have been granted selection grades under these orders between 01.09.1996 to 31.12.1996 (both days inclusive) for the period upto 31.12.1996.

%[GOVERNMENT OF RAJASTHAN'S DECISION

The Governor is pleased to order that the provisions of Finance Department order No. F.16(2)FD(Rules)/98 dated 17.2.1998 as amended from time to time regarding grant of selection grade to Government servants shall not be applicable to the Government servants who are appointed through direct recruitment on or after 20.1.2006.]

% Inserted vide FD Order No. F.16(2)FD(Rules)98 dated 13.03.2006