



TAMIL NADU SLUM CLEARANCE BOARD SERVICE RULES

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TAMIL NADU SLUM CLEARANCE BOARD SERVICE RULES, 1972

PART I

PRELIMINARY

1. **SHORT TITLE AND COMMENCEMENT** – (a) These rules may be called the Tamil Nadu Slum Clearance Board Service Rules, 1972.
(b) They shall be deemed to have come into force on 30th September 1971.
2. **DEFINITIONS** - In these rules unless there is anything repugnant in the subject or context :
 - (1) **Act** – “Act” means the Tamil Nadu Slum Areas (Improvement and Clearance) Act, 1971. (Tamil Nadu Act 11 of 1971)
 - (2) **Appointed to a Service** – A person is said to be appointed to a Service when in accordance with these rules or in accordance with the rules applicable at the time as the case may be, no discharges for the first time the duties of a post borne on the cadre of such service or commences the probation, instruction or training if any prescribed for members. thereof.
 - (3) **Act temporarily** – A person is said to act “temporarily” in a permanent or temporary post when he is appointed to it without rights to probation.
 - (4) **Approved candidates** – A person is said to be an “Approved Candidate” for the Board service if his name appears in the authoritative list of candidates selected for appointment to any service, class category.
 - (5) **Approved probationer** – “Approved probationer” in a service, class or category means a member of that service, class or category who has satisfactorily completed his probation and awaits appointment as a full member of such service, class or category.
 - (6) **Backward Classes** - “Backward Classes” means the communities mentioned in Part A of Schedule I to this part : 6(a) “**most Backward Classes**”- Most Backward class means the communities mentioned in Part B of Schedule I to this Part.
 - (7) **Board** - “Board” means the Tamil Nadu Slum Clearance Board established under section 34 of the Act.
 - (8) **Chairman** - “Chairman” means the Chairman of the Board, appointed by the Government under section 35 of Chapter VIII of the Act.
 - (9) **Discharge of a member of a service** - “Discharge of a member of a service” means dispensing with his service for want of a vacancy.

- (10) **Duty** - A person is said to be “on duty” as a member of a service.
- (a) When he is performing the duties or a post borne on the cadre of such service or is undergoing the probation, instruction or training if any prescribed for such service; or
 - (b) When he is on joining time; or
 - (c) When he is absent from duty during vacation or on authorised holidays or on casual leave taken in accordance with the instructions regulating such leave issued by the State Government having been on duty immediately before and immediately after such absence.
- (11) **Full Member** - “Full Member” of a service means a member of that service who has been appointed substantively to a permanent post borne on the cadre thereof.
- (12) **General Rules** - “General Rules” shall mean the rules in Part II of these rules.
- (13) **Member of a Service** - “Member of a service” means a person who has been appointed to that service and who has not retired or resigned been removed or dismissed, or been discharged otherwise than for want of a vacancy, He may be a probationer, an approved probationer or a full member of that service.
- (14) **Military duty** - “Military duty” means -
- (i) duty of any kind (including a course of training) involving subjection to Naval, Military or Air Force Law; or
 - (ii) duty (including a course of training) with a liability to service overseas or in any operational area in Naval Military or Air Force unit or formation or under Military Munitions or Stores authorities or in factories; or
 - (iii) Whole time duty in -
 - (a) The Civil Pioneer Force, the Madras Civil Labour Unit or the Madras Labour Units for Ceylon; or
 - (b) The A.R.P. or any other Civil Defence Organisation specified by the Central Government; or
 - (c) Any post created for the efficient prosecution of the last war or associated with the training of war technician if duty in such post is declared by the Central Government to be military duty.
- Note - (1) No duty shall be treated as military duty unless it commenced on any date between the 3rd September 1939 and the 1st April 1946 (both days inclusive)
- (2) No duty rendered on or after the 22nd November 1948 shall be treated as military duty.

- (15) **Probationer** - “Probationer” in a service means a member of that service who has not completed his probation.
- (16) **Promotion** - “Promotion” means the appointment of member of any category of a service or class or service to a higher category of such service or class.
- (17) **Recruited direct** - A person is said to be recruited direct when he is not already a member of the Board service, to which the direct recruitment is made.
- (18) **Recruitment by transfer** - A person is said to be recruited by transfer if at the time of his appointment to a service he is an approved probationer of full member of any other service.
- (19) **Reversion** - “Reversion” shall mean the reversion of a member of a class or category of a service to a lower class or category of such service for want of a vacancy.
- (20) **Secretary** - “Secretary” means the Secretary to the Board appointed by the Government under section 37 of Chapter VIII of the Act.
- (21) **Scheduled Castes** - “Scheduled Castes” means the communities mentioned in Part A of Schedule II to this part.

Explanation – No person who professes a religion different from Hinduism shall be deemed to be a member of a scheduled Caste.

- (22) **Scheduled Tribes** - “Scheduled Tribes” means the communities mentioned in Part B of the Schedule II to this part.
- (23) **Service** - “Service” shall mean any one of the Tamil Nadu Slum Clearance Board Service in Part III of these rules.
- (24) **Special Rules** - “Special Rules” shall mean the rules in Part III applicable to each service.
- (25) **Transfer** - “Transfer” shall mean the posting of a person holding a post under the Slum Clearance Board to an identical post in another branch or Division of the Slum Clearance Board.

Where the context so requires “Transfer” shall mean the appointment of a member of a category of a service to another equivalent category in the same service.

- (26) **War Service** - “War Service” means -
- (a) a service of any kind in a unit or formation liable for service overseas or in any operational areas or in the India National Army (I.N.A);
 - (b) Service in India under Military, Munitions or Stores authorities or in factories with a liability to serve overseas or in any operational area;
 - (c) all other service involving subjection to Naval, Military or Air Force Law;
 - (d) a period of training with a Military unit or formation involving liability to serve overseas or in any operational area;

- (e) valuable service rendered to the fighting force in other ways, e-g., 'by way of recruiting'
- (f) service in A.R.P or any other civil defence organisation specified in this behalf by the Central or State Government; and
- (g) (1) any service connected with the prosecution of the war which a person was required to undertake by a competent authority under the provisions of any law for the time being in force.

(2) service in any of the following :
 - (i) National war Front Organisation.
 - (ii) Comflage Organisation.
 - (iii) Special Organisation for the production of war supplies through small- scale industries.
 - (iv) Any post associated with the training of war technicians, if duty in such post is declared by the Central Government to be 'Military Duty'.
 - (v) Post of special constable on coastal patrol duty
 - (vi) Survey of India if the service was temporary and involved liability for service overseas.

PART II GENERAL RULES

1. Scope of the general rules

- (a) The rule in this part shall apply to all Slum Clearance Board Services and to the holders of every post, whether temporary or permanent in any class or category of such services or any part equivalent thereto on the 30th September 1971.
- (b) Every person who on 30th September 1971 has been holding a post in any category of any of the services in a temporary capacity shall be deemed to have been appointed under these rules and nothing contained in these rules and in the special rules shall adversely affect any person who is already in service of the Board on 30th September 1971.

Explanation

If any doubt arises whether or not a post is or is not equivalent to a post in a class or category of the Slum Clearance Board Service, the matter shall be referred to Government whose decision shall be final.

2. Relation to special rules

If any provision in the general rules contained in this part is repugnant to a provision in the special rules applicable to any particular service, class or category or grade thereof whether by direct recruitment or by recruitment by transfer or by promotion contained in Part III, the latter shall, in respect of that service prevail over the provisions in the general rules in this part.

3. List of approved candidates

All first appointments to a service shall be made by the appointing authority from a list of approved candidates. Such list shall be prepared by the appointing authority or any other authority empowered in the special rules in that behalf. Where the candidates in such list are arranged in their order of preference, appointments to the service shall be made in such order.

4. Fee to be paid by candidates

Every candidate, who applies for appointment to any class or category of a service in response to an advertisement issued by the appointing authority, shall pay such fee as may be prescribed in the advertisement. The fee may be sent either by postal money order or by crossed postal order payable to the appointing authority.

Provided that no fee shall be levied from a candidate who has rendered war service.

Provide further that it shall be open to the appointing authority with the concurrence of the board to exempt any class or classes or persons from payment of fees.

5. **Right of probationers and approved probationers to re-appointment**

A vacancy in any service, class or category not being a vacancy which should be filled by direct recruitment under the special rule shall not be filled by the appointment of a person who has not yet commenced his probation in such service, class or category when approved probationer or probationer therein is available for such appointment.

6. **Discharge or reversion and re-appointment of probationers and approved probationers:**

(a) Probationers and approved probationers shall be reverted or discharged for want of vacancy in the following order:-

First : The probationers in the order of juniority,
and

Second : The approved probationers in the order of juniority.

(b) The order of reversion or discharge may be departed from in case where such order will involve an excessive expenditure on travelling allowances or exceptional administrative inconvenience.

7. **Members absent from duty**

The absence of a member of a service from duty in such service, whether on leave or on foreign service or on deputation or for any other reason whether his lien in a post borne on the cadre of such service is suspended or not, shall not, if he is otherwise fit, render him ineligible in his turn.

(a) for re-appointment to a substantive or officiating vacancy in the class, category, grade or post in which he may be a probationer or an approved probationer,

(b) for promotion from a lower to a higher category in such service as the case may be, in the same manner, as if he had not been absent. He shall be entitled to all the privileges in respect of appointment, seniority probation and appointment as full member which he would have enjoyed but for his absence subject to his completing satisfactorily the period of probation on his return.

8. **Temporary appointment and promotion**

(a) The appointing authority may appoint any person temporarily for a period not exceeding six months or promote any person temporarily for a period not exceeding three months for any one of the following reasons:-

(i) In order to fill up a vacancy which has arisen in any category or class of a service immediately in the public interest and where there will be undue delay in making an appointment in accordance with the rules.

(ii) Where it is necessary to fill up a short vacancy in a category or class of service and the appointment of a person who is eligible for appointment or promotion under the rules involves excessive expenditure on travelling allowance or exceptional administrative inconvenience.

- (b) Where it is necessary to appoint an officer against whom an enquiry into allegations of corruption or misconduct is pending, the appointing authority may appoint him temporarily pending enquiry into the charges against him.
- (c) A person appointed or promoted temporarily under clause (a) or (b) shall not be regarded as a probationer in such service, class or category. The services of such a person shall be liable to be terminated by the appointing authority at any time without notice and without reasons being assigned.
- (d) A person appointed or promoted temporarily under clause (a) or (b) shall be paid his substantive pay or the minimum of the time scale of pay applicable to the post whichever is higher.
- ¹(e) A person fully qualified under the rules to hold a post borne on the cadre of a service, class or category who has rendered continuous temporary service, shall be eligible to draw annual increments in the scale of pay for the post, subject to the condition that the rules do not prescribe any special qualification to be acquired or test to be passed as a condition precedent to the drawal of such increment or the increment is not denied as a measure of specific punishment. In the case of unqualified persons, the temporary service rendered by them shall be allowed to count for increment from the date on which they become fully qualified to hold that post¹.]

9. Appointment on contract

Notwithstanding anything contained in these rules, wherever it is necessary in the interest of the administration or in the public interest to appoint a person to any service, class or category otherwise than in accordance with the rules, the appointing authority concerned may with the prior approval of the Board, appoint any person on contract for a period not exceeding three years at a time. A person who is so appointed shall not be regarded as member of the service to which he is appointed. He shall be governed by such conditions which shall be specified in the contract entered into by him with the appointing authority.

10. Qualification

The minimum general educational qualification wherever referred to in the special rules shall mean the qualification prescribed in the Schedule III to this part.

- (i) Provided that a candidate who has rendered war service shall be deemed to pass the minimum general educational qualification if he has appeared for the Secondary School Leaving Certificate Examination of the State and has been declared eligible for admission to collegiate course of studies.

¹Inserted – G.O.Ms.No. 1616 H & UD of 29.12.80

- ¹[(ii) Provided further that the certificate of eligibility for college course of studies in the Universities of Madras, Madurai and Annamalai issued by the Board of Secondary Education or by any other competent authority shall be an alternative qualification to minimum general education qualification].

²[10(A) Linguistic qualification

- (a) Subject to the provisions of this rule, no person shall be eligible for appointment to any service by direct recruitment unless he has an adequate knowledge of the Official Language of the State, namely, Tamil.

Explanation :- For the purpose of this rule, a person with an adequate knowledge of Tamil Shall mean a person

- (i) Who had acquired knowledge in Tamil in the High School Course, or
 (ii) Who has passed the Second Class Language test in Tamil conducted by the Tamil Nadu Public Service Commission

Provided that a candidate will be deemed to have acquired knowledge in Tamil in the High School Course if he had studied Tamil under the language part, or if he -had studied any one of the non-language subjects in Tamil upto and inclusive of the final examination.

- (b) Notwithstanding anything contained in sub-rule (a) of a person who, being otherwise qualified for appointment to the post to which recruitment is to be made may apply for recruitment to the post, despite the fact that, the time of such application, he does not possess an adequate knowledge of Tamil.
- (c) Every such candidate as is referred to in sub-rule (b), shall if selected, for appointment, pass the Second class Language test in Tamil conducted by the Tamil Nadu. Public Service Commission within the period of his probation and notwithstanding anything contained in rule 28, the period of this probation may be extended to four years from the date of appointment in order to enable him to pass the Second class language test in Tamil. Such person shall notwithstanding anything contained in the Fundamental Rules, be granted increments if, but for his failure to pass the said Language Test, he would have been declared to have satisfactorily completed his probation. If he fails to pass the said Language Test within the said period of four years, he shall be discharged form service.
- (d) The syllabus for the Second Class Language in Tamil referred to in this rule shall be as specified in Schedule IV to these rules.]²

¹Inserted G.O.Ms. No. 1050 Housing of 28776

²Inserted G.O.Ms.No. 434 Housing of 7379

1[10(B) Linguistic tests.

- i. A language test of the standard for VIII Standard shall be prescribed for those, whose educational qualification is as VIII standard and above but below S.S.L.C. and for those who do not possess and adequate knowledge of the official language of the State of Tamil Nadu as specified below:-

Item of Syllabus	Maximum Marks	Minimum marks for a pass	Aggregate marks for a pass	Duration of test
(1)	(2)	(3)	(4)	(5)
Part I				
Dictation of half a page typed matter	60	24		
Part I			50	10 minutes
Reading	40	16		

- ii. An oral test of the standard for IV standard shall be prescribed for those, whose educational qualification is below VII standard and for those who do not possess an adequate knowledge of Tamil to find out whether a person is able to converse freely and fluently in Tamil.

The above test shall be conducted by the appointing authority.]1

11. **Age Limit**

(a) The Maximum age-limit prescribed in the special rules shall not apply to the appointment of a candidate belonging to any of the Scheduled Castes, Scheduled Tribes or Backward Classes to a post included in a service for which the special rules prescribed, a qualification lower than a degree of any University, if the candidate possess a general educational qualification higher than the minimum general education qualification.

Subs.by G.O.Ms.63. Housing & Urban Development, 1st February 1994.

Note: A candidate who has rendered war service is eligible to deduct from his age the period of his war service for the purpose of computing his age for appointment.

- (b) The maximum age-limit shall be increased up to five years in the case of candidates belong to Schedules Castes or Scheduled Tribes and up to two years in the case of candidates belonging to the Backward Classes.

12. Special qualification to be acquired or Special Tests to be passed

No person shall be eligible for appointment to any service or category unless he (a) possesses such special qualifications and has passed such special tests as may be prescribed in that behalf in the special rules, or (b) possesses such other qualifications as may be considered to be equivalent to the said special qualifications or special tests by the State Government.

13. Appointment of Women

Women along shall be appointed to posts in any institution or establishment specially provided for them: Provided that men may be appointed, if suitable or qualified women are not available for such appointment.

¹**[13A. Employment concession for destitute widows:-**

Not withstanding anything contained in these rules or in the special rules for the various services, preference shall be given to the destitute widows, who possess the qualifications prescribed for appointment to any category in the services of the Board by the direct recruitment.

Explanation:- For the purpose of this rule, “destitute widow” means a widow who has neither any means by herself to live not any dependant to protect her from starvation.]

14. Reservation of appointment

Where the special rules lay down that the rule of reservation of appointments shall apply to any service, class or category, the order of such reservation shall be the same as in rule 22 of the general rules for the Tamil Nadu State and Subordinate Service.

15. Date of Commencement of probation of persons appointed or promoted temporarily

If a person, who is appointed or promoted temporarily under Rule 8 of these rules, is subsequently appointed thereto in accordance with the rules, it shall be open to the appointing authority to allow such person to commence his probation from the date of such appointment or promotion or from an earlier date, such date not being earlier to the date of the first temporary appointment or promotion under Rule 8 as the appointing authority may in discretion decide.

Provided that this rule shall not be construed as authorizing the appointment or promotion or probation of a person from a date on which he did not possess the qualifications prescribed for such appointment or promotion.

16. Duty in higher post to count for probation in lower posts.

A probationer in any class or category of a service shall be eligible to count towards his probation, if any, his duty performed otherwise than in a substantive capacity on regular appointment to a higher class or category of the same service.

Noting contained in this rule shall be construed as authorizing the promotion of probationer in contravention of rules.

¹ **Inserted by G.O.Ms.No.295. Housing and Urban Development, Dated 13the April 1993.**

17. Duty on temporary promotion to count for probation in lower posts

A probationer in any class or category of a service who is promoted temporarily under the provisions of Rule 8 of these rules to a higher class or category of the same service shall be entitled to count towards his probation, if any, in the former class or category the period of duty performed by him in the latter class or category as the case may be during which he would have held the post in the former category but for his temporary appointment.

18. Completion of probation and drawal of arrears of increments

Any delay in passing orders of completion of probation shall not monetarily affect the approved probationer and arrears of increments shall be allowed from the date of completion of probation as a matter of course, subject to the following conditions

- (1) that the probation would have been declared to have satisfactorily completed from the date ordered, even if the question of declaration of probation had been taken up later;
- (2) that the declaration of satisfactory completion of probation was delayed by factors which would not, in any case, change the date of such completion;
- (3) that the person whose probation is declared to have been satisfactorily completed was qualified as on date ordered;

In all cases coming under items (1) to (4) above orders issued declaring the probation or relaxing statutory rules shall include a specific provision in regard to drawal of arrears of increments.

19. Appointing authority to consider suitability for full membership

As soon as a probationer in any class or category of a service has completed his period of probation prescribed in the rule or the extended period of probation referred to in Rule 20, as the case may be, the appointing authority shall consider his suitability for full membership to the class or category, as the case may be provided he has passed the tests, if any, which he should pass during the period of his probation.

If the appointing authority is satisfied that the probationer is suitable for full membership, he shall pass an order declaring him to be an approved probationer.

20. Extension of probation

If the appointing authority is of the opinion that the probationer in order to enable him to decide upon his suitability for full membership or if the probationer has not passed the test or tests if any, which the probationer should pass within the period of probation, he should be given time to enable him to pass the tests and the appointing authority may extend his period of probation for a period not exceeding **five years**. In case where the probation of a probationer, is extended a condition shall unless there are special reasons to the contrary, be attached to the order of extension of probation that the probationer's increment shall be stopped until he is declared to have satisfactorily completed his probation. Such stoppage of increment shall not be treated as penalty; but only as a condition of extension of probation and shall not have the effect of postponing future increments, after he had passed the prescribed tests or after he is declared to have satisfactorily completed his probation.

21. Completion or termination of probation

- (a) At the end of the prescribed period or extended period of probation, as the case may be, the appointing authority shall consider the probationer's suitability for full membership in the post in which he is a probationer.
- (b) If the appointing authority decides that a probationer is suitable for such membership, it shall issue an order as soon as the period of probation is over declaring the probationer to have satisfactorily completed his probation.
- (c) If within the prescribed period of probation or extended period of probation, the appointing authority decides that a probationer is not suitable for such membership or has not acquired the special qualifications prescribed, it may at its discretion by order terminate his probation and discharge him from service after giving a reasonable opportunity to show cause against the proposed termination of probation.

Provided that notwithstanding anything, contained in this sub-rule, the appointing authority may declare the probationer to have satisfactorily completed his period of probation under sub-rule (a) and (b) in the case of a person, in whose case passing of the prescribed test was not notified as a condition precedent to the declaration of his probation. But such a person shall be required to pass the said tests within the period allowed. If the person does not pass the prescribed test within said period, such person's increment shall be stopped until he passes the test within the extended time allowed. Such a stoppage of increment shall not be treated as a penalty and shall not have the effect of postponing future increment, after he has passed the prescribed test.

22. Automatic completion of probation

- (a) If no order of completion, extension or termination is issued, within three months from the date of expiry of the prescribed or extended period of probation the probationer shall be deemed to have completed his probation. Formal orders shall issue thereafter.
- (b) Any delay in passing orders of completion of probation shall not monetarily affect probationer and arrears of increments shall be allowed from the date of completion of probation as a matter of course.
- (c) A special register of probationers in the form prescribed in Appendix 'A' shall be maintained for watching the completion of probation of Officers and servants of the Board. Separate pages shall be allotted for each category of posts. Entries shall be made in the register as soon as a person is placed on probation. The register shall be examined once a month and all cases of probationers whose probable date of completion falls in the next forty-five days shall be extracted and action pursued with a view to passing orders on completion of probation or otherwise in time.

- (d) As soon as a person is appointed to a post on probation, a probation sheet shall also be opened in the form prescribed in Appendix 'B' and entries made in columns (1) to (6). The probation sheet shall be sent to the office in which the probationer is working and further entries shall be made by the Head of the Office in which the probationer works. It shall be sent along with Last Pay Certificate and the service Books, when the probationer is transferred from one office to another.
- (e) Every probationer, shall put up a note to the Head of the Office forty-five days before the end of the period of probation in the following lines:-

“I will be completing the prescribed period of probation ofyears on in the post of as per details of service given below:-

The question of declaring me to have satisfactorily completed the probation may be considered and necessary orders issued in time under the rules”,

- (f) The not shall also give details of the tests prescribed, which the probationer has passed and the date on which he had passed them. The Head of the Office shall forward the note with his comments to the competent authority. This shall not in any way absolve the authorities concerned from their responsibility to initiate action for the declaration of probation of the individuals concerned.
- (g) In all cases in which serious charges are pending and, therefore, probation cannot be declared, the Chairman or the authority concerned shall satisfy himself or itself that the enquiry into the charges is completed as quickly as possible. The probationers concerned shall be informed in writing that action regarding completion of probation will be taken up only after the charges pending against them are disposed of. The final order on probation shall be passed as expeditiously as possible and in any case within a month after the disposal of the charges or three months after the due date of completion of probation, whichever is later.

23. **Appeal against termination of probation**

A probation whose probation has been terminated for reasons other than failure to pass the prescribed test shall be entitled to appeal to the next higher authority. Such appeals shall be preferred within a period of two months, of the date on which the order of termination of probation is communicated to him.

Provided that the appellate authority may in his discretion extend the aforesaid period beyond two months.

24. **Appointment of full members**

The senior most approved probationer in a class or category, as the case may be, of a service shall at the earliest possible opportunity be appointed as a full member in a substantive vacancy existing in such class or category. If the substantive vacancy exists from a date prior to the date of completion of probation he shall be appointed retrospectively as a full member from such date provided that no person shall be appointed from a date which is earlier to the date on which he commenced probation. No person shall at the same time be a full member or more than one service.

25. **Seniority**

The seniority of a person appointed to any class or category of service shall be determined by the appointing authority with reference to his rank in the list of approved candidates or promotion panel as the case may be.

Provided that the seniority of a person appointed temporarily prior to the issue of these rules and who have been brought within the purview of these rules shall be determined with reference to his/her date of appointment to the service class or category or with reference to such other date as the appointing authority may determine.

26. **Promotions**

Every promotion to a class or category of service, to which promotion should be made on the ground of merit and ability, seniority being taken into account only where merit and ability are approximately equal shall be made only from a promotion panel drawn up by the appointing authority.

27. **Completion of probation and promotion**

- (a) A person who is appointed to a service in a class or category thereof shall not be promoted from the said class or category until he has completed his probation therein.
- (b) Subject to the provisions of clause (a) a member of a service in any class or category may be promoted from the said class or category even though he may not have completed his probation therein.

28. **Merit and seniority in the matter of promotion**

- (a) All promotions shall be made on grounds of merit and ability of the member of the service, his seniority being taken into account only where merit and ability, are approximately equal, except where the special rules governing a service specifically require that promotion to any class or category thereof shall be made on the basis of seniority alone.
- (b) Where the special rules governing a service require the promotion to any class or category thereof shall be made on the basis of seniority alone, the order of seniority may be departed from in the following cases, namely:-

- (i) Where promotion is given on grounds on conspicuous merit and ability
- (ii) Where promotion has been withheld as a measure of penalty

29. Representation against supersession of claim for promotion

Every member of a service whose claim for promotion is passed over shall have the right to make a representation in writing for redressal of his grievance. Such representation should be made to the authority to which an appeal would lie against an order of dismissal passed on a full member of the service, class or category as the case may be and within one month from the date on which the cause for making the representation accrued. However the prescribed authority may at his discretion entertain such representation even beyond the prescribed period of one month if the petitioner adduces sufficient reasons for the delay in making the representation provided that no such representation shall ordinarily be entertained beyond six months. The aforesaid authority shall examine every such representation on merits and pass suitable order and no appeal shall lie against this order.

30. Revision of orders of promotion

Nothing contained in rule 29 shall be constructed as preventing the authority mentioned in that rule from suo moto examining any order promoting a member of a service and revising it in any manner it considers equitable.

31. Posting and transfer

- (a) A member of a service or class of a service may be required to serve in any post borne on the cadre of such service or class.
- (b) All transfers and postings shall be made by the appointing authority.
- (c) The power conferred under sub-rule (b) may be exercised by the State Government or any authority to whom the appointing authority is subordinate.

32. Consequences of resignation

A member of a service shall, if he resigns his appointment, forfeit not only the service rendered by him in the particular post held by him at the time of resignation, but all his previous services under the Tamil Nadu Slum Clearance Board.

The re-appointment of such person to any service shall be treated in the same way as first appointment to service by direct recruitment and the rules governing such appointment shall apply and on such re-appointment he shall not be entitled to count any portion of his previous service for any benefit or concession admissible under any rule or order.

33. Reduction of full member

If a full member of any class or category of a service is substantively reduced to a lower class or category therein, he shall be deemed to be a full member of the latter and he permanent cadre

there of shall, if there is no vacancy in which he could be absorbed, be deemed to be increased by one.

Provided that against every such addition an officiating of temporary vacancy, if any, in such lower class or category shall be kept unfilled and such addition shall be absorbed in the first permanent vacancy that arises subsequently in such lower class or category, as the case may be.

34. Appointment in place of members dismissed, removed, Compulsorily retired or reduced:-

Where a person has been dismissed, removed, compulsorily retired or substantively reduced from any service, class or category no vacancy caused thereby, arising subsequently in such service, class, category or grade, shall be substantively filled to the prejudice of such person until the expiry of a period of one year from the date of such dismissal, removal, compulsory retirement or reduction or until the appeal, if any, preferred by him against such dismissal, removal, compulsory retirement or reduction is decided, whichever is later.

35. Re-employment or pensioners:-

²[In extraordinary cases, re-employment of a retired person in the case of top level professional / managerial cadre can be done for special nature of job for a period of not more than 6 months after obtaining Governments permission. The pay should be fixed as per procedure].

36. Relinquishment of rights by members:-

Any person may in writing relinquish any right or privilege to which he may be entitled under their rules or the special rules, if in the opinion of the appointing authority, such relinquishment is not opposed to public interest: and nothing contained in these rules shall be deemed to require the recognition of any right or the privilege to the extent to which it has been so relinquished.

37. Power to relax rules:-

Notwithstanding anything contained in these rules or the special rules the Slum Clearance Board shall have the power to deal with the case of any person or class of person serving in a Slum Clearance Board Service or any candidate of class of candidates for appointment to such service in such manner as may appear to it to be just and equitable. 1[Just and equitably, subject to the prior approval of the Government¹]

Provided that where any such rule is applicable to the case of any person or class of persons or class of persons, the case shall not be dealt with in any manner less favorable to him or them than provided by that rule.

¹ Inserted – G.O.Ms.No.505 H & UD Department of 22nd June 1982.

² Inserted – G.O.Ms.No.2381/BPE/96-1 H & UD Department of 6th January 1997.

38. Alteration of date of birth

- (a) The date of birth of a member of a service shall be the date found on record in the S.S.L.C. or Matriculation Register or any school Certificate which he produces at the time of his appointment to the service. If a member of service claims subsequently that his date of birth is different from that entered in the S.S.L.C. or Matriculation Register or school certificate, he shall make an application to the appointing authority explaining how the mistake occurred and also produce the evidence on which he relies.
- (b) An application for alteration of the date of birth should not normally be accepted by the appointing authority if it is made five years after the member had entered a service unless the applicant furnishes adequate reasons for not making his application earlier.
- (c) The appointing authority shall conduct such enquiry as may be necessary and if the authority is satisfied that the claim of the applicant is supported by adequate evidence it shall pass on order allowing the request;

Provided that where the appointing authority is subordinate to the Slum Clearance Board it shall pass such order only after getting the concurrence of the Board.

- (d) In considering the question of permitting an alteration in the date of birth as entered in the official records even when such entry is proved to have been due to a bonafide mistake, the Slum Clearance Board or the appointing authority shall take into consideration the circumstances whether the applicant would normally be eligible for appointment to the post at the time of entry into service had his age been correctly stated and what would have been its effect on his service and Slum Clearance Board may permit the alteration subject to such conditions as they may deem fit to improve.
- (e) The procedure laid down in sub-rules (a) to (d) shall be followed also in case where alteration of date of birth is proposed suo moto by the Head of Office on the basis of medical opinion, in the absence of any other authoritative records.

39. Furnishing of security deposit in a particular class or category of a service

It shall be open to the Chairman, Slum Clearance Board to direct, by means of a general or special order that a person either before or after he is appointed to a particular class or category of a service shall furnish security for a specified amount. The amount of security and the manner of taking it shall be given in the order. No person shall be appointed to any class or category unless he furnishes security in accordance with the said order.

40. **In respect of matters relating to conditions of service, pay, increments, leave, leave salary, etc.,**

Every member of a service shall as nearly as possible be governed by the provisions in the Fundamental Rules and the Subsidiary Rules there under of the Government of Tamil Nadu and the Tamil Nadu, the Tamil Nadu Leave Rules, 1933, Manual of Special pay and allowances and Tamil Nadu Treasury Service Rules as amended from time to time applicable to Government Servants under the rules making control of the Government of Tamil Nadu. The powers assigned to Government under the Fundamental Rule shall be exercised by the Board and that the powers assigned to the Head of the Department in the said rules shall be exercised by the Chairman.

41. In matters in respect of which no provision has been made in the rules, every member of a service shall as nearly as possible be governed by the provisions applicable to Government Servant of similar status and standing.

42. **Terms and conditions of service of the deputationists**

(a) Nothing contained in these shall apply to persons who are appointed to hold posts in Tamil Nadu Slum Clearance Board by deputation from other services and they shall be governed by the terms and conditions of their deputation.

(b) Notwithstanding anything contained in these rules the appointing authority with the concurrence of the authority which sanctioned the deputation shall be competent to promote a deputationist to a category in the Board's service higher to the one to which he was first appointed and in respect of his services in that category he shall be governed by these rules but he shall not be entitled for appointment as full member in the category to which he has been promoted unless he resigns his post in the Department from which he was deputed.

43. **Special provisions in respect of member of Tamil Nadu Housing Board**

(a) Notwithstanding anything contained in these rules, every member of the establishment of the Tamil Nadu Housing Board who was taken by the Slum Clearance Board, for appointment in the services of the Board, shall be deemed to have been appointed to the service, class or category thereof corresponding to the service, class or category of which he was the member in the services of the Tamil Nadu Housing Board.

(b) No such person as aforesaid shall notwithstanding anything to the contrary in general rule 6 be discharged for want of vacancy in preference to a probationer or approved probationer of any of the service of the Slum Clearance Board.

(c) In every other respect such member shall be governed by the provisions of these rules and the special rules or if any of the conditions of their service in the Tamil Nadu Housing Board Service were more advantageous to them they by such condition of service.

¹[44. **Compulsory retirement.**- (1) Notwithstanding anything contained in this rule, the appropriate authority shall if it is of the opinion that it is in the public interest so to do, have the absolute right to retire any Board Servant by giving him notice of not less than three months in writing or three months pay and allowances in lieu of such notice, at any time after he has attained the age of fifty years or fifty five years in the case of Basic Servants, as the case may be, or after he has completed thirty years of qualifying service.

Explanation I. – Appropriate authority means, the authority which has the power to make appointments to the post or service from which the Board Servant is required to retire.

Explanation II. – For the purpose of this rule the three months' notice may be given before the Board Servant attains the age of fifty years (in the case of Basic Servant attains the age of fifty five years) provided that the retirement takes place after he has attained that age.

Explanation III. – In computing the prior notice period of three months, the date of service of the notice shall be included.

Explanation IV. – The power conferred on the “appropriate authority” under this rule may also be exercised by any higher authority.

(2) There shall be ¹[one] reviews of the case of officers for the purpose –

(a) The first review:

(i) Of the Board Servants, other than those belonging to Tamil Nadu Slum Clearance Board Basic Service, shall be done approximately six months prior to their attaining the age of 50 years or approximately six months prior to their completing 30 years of qualifying service, whichever is earlier;

(ii) Of the Board Servants under Basic Service, shall be done approximately six months prior to their attaining the age of 55 years or approximately six months prior to their completing 30 years of qualifying service, whichever is earlier.

(b) The second review:

(i) Of the Board Servants, other than those belonging to Tamil Nadu Slum Clearance Board Basic Service, shall be done approximately six months prior to their attaining the age of 55 years ; and

(ii) Of the Board Servants under Basic Service shall be done approximately six months prior to their attaining the age of 58 years.

(c) Notwithstanding anything contained in sub-paragraphs (a) and (b) above, a review may be taken up at any time if no such review had been undertaken earlier with reference to sub-paragraphs (a) and (b);

(d) Notwithstanding anything contained in sub-paragraphs (a), (b) and (c) above, the Board shall have the right to review the case of any Board Servant belonging to any of the service at any time after the first or the second review, if it is of opinion that exceptional reasons such as the subsequent work, or the conduct, or the state of the physical health of the Board Servant justify that his earlier retirement is clearly desirable;

(3) Review Committee:

For the purpose of review of cases, the review Committee will consists of the following:

- | | | |
|-----|------------|--|
| (1) | Chairman: | Chairman,
Tamil Nadu Slum Clearance Board |
| (2) | Secretary: | Secretary & Personnel Officer,
Tamil Nadu Slum Clearance Board |
| (3) | Member: | Deputy Secretary or Joint Secretary to Government,
Housing & Urban Development Department |

(4) Appeal to Government :

If the employee compulsorily retired he desires to prefer a review petition to the Government such petition should be submitted to the Government within one month from the date of issue of order of compulsory retirement through the appropriate authority empowered to issue such order.

45. Voluntary retirement.- (a) Any Board Servant who has attained the age of fifty years or who has completed twenty five years of qualifying service, may retire from service by giving notice of not less than three months in writing to the appropriate authority.

(b) A Board Servant who has completed twenty years of qualifying service, may retire from service by giving notice of not less than three months in writing to the appropriate authority. Before giving such notice he may satisfy himself by means of a reference to such authority that he has completed twenty years of qualifying service for pension.

Explanation I. – Appropriate authority means, the authority which has the power to make appointments to the post or service from which the Board Servant is required to retire or wants to retire.

Explanation II.- For the purpose of this rule, the period of notice shall commence from the date of its receipt by the appointing authority.

Explanation III.- The Board Servant desiring to retire under sub-rule (b) shall be given weightage upto five years in addition to the qualifying service rendered by him subject to the conditions that the total qualifying service after adding the weightage shall not exceed the qualifying under sub-rule (a) above. The weightage given under this sub-rule shall be an addition to the qualifying service for the purpose of calculating pension and gratuity only and it shall not entitle the Board Servant retiring voluntarily to any notional fixation of pay for the said purpose. The pension and gratuity shall be based on the actual emoluments on the date of retirement.

Explanation IV. – The notice of voluntary retirement given by a Board Servant under sub-rule (b) shall be accepted by the appointing authority, if the date of retirement on the expiry of such notice is earlier than the date on which the Board Servant concerned could have retired voluntarily under sub-rule (a) except where:

(i) disciplinary proceedings are contemplated or pending against the Board Servant concerned for the imposition of a major penalty ; or

(ii) prosecution is contemplated or pending in a Court of law against the Board Servant concerned.

Explanation V. – The Board Servant shall be deemed to have been retired from service at the end of the period of notice referred to in sub-rule (a) and (b) unless the appropriate authority or the appointing authority or any higher authority to the appropriate authority or appointing authority issues an order to the contrary before the expiry of the period of notice.

Explanation VI.- The Board Servant may withdraw the notice of Voluntary retirement subsequently with the approval of the appropriate authority or appointing authority as the case may be before the expiry of the period of notice referred to in sub-rule (a) and (b).

Explanation VII.- When a Board Servant under suspension or against whom disciplinary action is pending, seeks to retire voluntarily under this rule, the specific permission of the appropriate authority for such voluntary retirement is necessary. The appropriate authority or appointing authority may withhold the permission sought for the Board Servant.]

PART III – SPECIAL RULES

A. THE TAMIL NADU SLUM CLEARANCE BOARD NON-TECHNICAL OFFICERS SERVICE

1. These rules shall be called the Tamil Nadu Slum Clearance Board Non-Technical Officers Service Rules, 1972.
2. **Constitution:-** The service shall consist of the following categories of posts, namely:-

Category 1	---	Secretary to the Slum Clearance Board
¹ Category 2	---	Chief Accounts Officer
Category 3	---	Chief Revenue Officer
Category 4	---	³ [Assistant Secretary]
⁴ Category 4A	---	Public Relations Officer
⁵ Category 5	---	Accounts Officer

3. **Method of appointment** – Appointment to the category mentioned in column (1) of the Table Below shall be made in the manner specified in the column (2) thereof:

TABLE

(1)	(2)
Category 1 Secretary to the Slum Clearance Board	By appointment of an officer of the rank of District Revenue officer in the Category 1 of the Tamil Nadu Civil Service (Executive Branch) on foreign service terms; or (ii) By appointment of a Deputy Secretary to Government of the Class XII of the Tamil Nadu General Service on foreign service terms; or (iii) By promotion from ¹ [Category 3 – Chief Revenue Officer] ¹
¹ [Category 2- Chief Accounts Officer	(i) By appointment of an Assistant Secretary to Government, Finance Department on Foreign service terms and conditions; or (ii) By appointment on deputation of an Accounts officer of the Accountant – General’s Office with “Works Audit” experience;] ¹
¹ [Category 3- Chief Revenue Officer	² [(i) By appointment/by promotion from the holders of the posts in category 2 (Estate Officers/Vigilance Officer) of the Tamil Nadu Slum Clearance Board Non-Technical Subordinate Service; or”] ¹ [(ii) By appointment of an Officer of the rank of Deputy Collector in Category 2 of the Tamil Nadu Civil Services (Executive Branch) on foreign service terms.]

1 Inserted: G.O.Ms.No.843 Housing Dt.16.06.1976

2 Omitted: G.O.Ms.No.1018 H & UD Dt.12.11.1982

3 Substituted: G.O.Ms.No.315 H & UD Dt.11.04.1984

Category 4-
³[Assistant Secretary]³

(i) ³[By appointment of an officer of the rank of Deputy Collector from Tamil Nadu Civil Service (Executive Branch) on foreign service terms” or]³

(ii) By recruitment by transfer from category 2 of the Tamil Nadu Slum Clearance Board Non-Technical Sub-ordinate service.

⁴Category 4A-
 Public Relations Officer

(i) By transfer from Categories 3 and 4 ; or

(ii) By recruitment by transfer from category 2 of the Tamil Nadu Slum Clearance Board Non-Technical Subordinate Service ; or

(iii) By appointments on deputation of Public Relation Officer of the Information Department on foreign service terms and conditions.]

⁵Category 5-
 Accounts Officer

Recruitment by transfer from the Category 1 Divisional Accountant of the Tamil Nadu Slum Clearance Board Non-Technical Subordinate Service.

4. **Appointing Authority**

Appointments to the categories mentioned in column (1) of the table below shall be made by the authority mentioned in the column (2) thereof.

TABLE

(1)		(2)
Category 1	----	State Government
Category 2,3, 4, 4-A and 5	----	Slum Clearance Board

5. ³[Qualifications regarding age --- Deleted]

⁶[5 (a). Special Qualifications

No person shall be appointed to Category 4 – Assistant Secretary from the posts of Estate Officer and Vigilance Officer in Category-2 of the Tamil Nadu Slum Clearance Board Non Technical Subordinate Service, unless he has put in a minimum of five of service in these posts or in similar cadre in the Tamil Nadu Slum Clearance Board.

6. ⁵[Probation

Every person appointed to any of the category of this service otherwise than on Foreign Service terms, shall be on probation for a total period of two years on duty within a continuous period of 3 years.

Provided that it shall not be necessary for persons promoted from the lower category to the next higher category of the service to undergo probation, except in cases where supervisory functions are attached to the categories in which case the person promoted shall be on probation for a total period of one year within a continuous period of two years.”

3. Substituted : G.O.Ms.No.315 H&UD Dt.11.04.84

4. Amended by G.O.No.299, Housing & Urban Development SC-2, 2nd July 1996.

5. Amended by G.O.NO.223, Housing & Urban Development Published in 2nd June 1999.

6.Substituted: G.O.Ms.No.1166 H & UD Dt. 29.08.1988.

7. Pay

There shall be paid to every person holding a post in the categories mentioned in column (1) of the Table below a monthly pay calculated in accordance with the scale shown in column (2).

TABLE

Category of the post (1)	Scale of pay (2)
1. Secretary to the Board	¹ ["Scale of pay as fixed by the Government from time to time to the post of District Revenue Officer
2. ² [Chief Accounts Officer	Scale of pay as admissible to the Assistant Secretary to Government if appointed from the Category of Assistant Secretaries to Government and Scale of pay admissible to the Account Officer of the Accountant General's Office if appointed from that category.]
3. ³ [Chief Revenue Officer]	⁵ [2200-75-2800-100-4000 plus Special pay
4. ⁴ [Assistant Secretary]	2200-75-2800-100-4000]

¹Substituted G.O.MS.No.363 Housing 2.5.75

²Substituted G.O.MS.No.843 Housing 16.6.76

³Omitted G.O.MS.No.1018 H&UD 12.11.82

⁴Substituted G.O.MS.No.315 H&UD 11.4.84

⁵Substituted G.O.MS.No.666 Finance Pay Commission 27.6.89

B.TAMIL NADU SLUM CLEARANCE BOARD ENGINEERING OFFICERS SERVICE

1. These rules shall be called the Tamil Nadu Slum Clearance Board Engineering Officers Service Rules, 1972.
2. Constitution: The service shall consist of the following categories of posts, namely:-

Category 1	-	Chief Engineer
Category 2	-	Superintending Engineer
¹ [Category 2A	-	Senior Planner]
Category 3	-	Executive Engineer
¹ [Category 3A	-	Deputy Planner]
Category 4	-	¹ [Assistant Executive Engineer]
Category 5	-	[Assistant Executive Engineer (Planning)]
¹ [Category 5A	-	Assistant Planner]
Category 6	-	[Junior Engineer] ¹
Category 7	-	Junior Architect
² [Category 8	-	Planning Assistant (Grade A & B)]

3. **Method of Appointment**

Appointment to the categories shown in column (1) of the table below shall be made by the method given in column (2) thereof.

TABLE

(1)	(2)
Category 1 Chief Engineer	(i) By promotion from Category 2; or (ii) By appointment of a Chief Engineer of the Tamil Nadu Engineering Service or in the Tamil Nadu Highways Engineer Service on foreign service terms.
Category 2 Superintending Engineer	(i) By promotion from Category 3; or (ii) By appointment of a Superintending Engineer of the Tamil Nadu Engineering Service or Tamil Nadu Highways Engineer Service on foreign service terms.
¹ [Category 2A Senior Planner	By promotion from Category 3A]
Category 3 Executive Engineer	(i) By promotion from Category 5; or (ii) By appointment of a Executive Engineer of the Tamil Nadu Engineering Service or in the Tamil Nadu Highways Engineering Service or in the service of local or an autonomous body on foreign service terms.
¹ [Category 3A Deputy Planner	(i) By Direct recruitment or (ii) By promotion from category 5A]

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1. Inserted by : G.O.Ms.No.576 H & UD Dt:21.06.1995
 2. Added by IBID
 3. G.O.Ms.No.333 H & UD Dt:13.5.81

Category 4
¹[Assistant Executive Engineer]¹

- (i) By promotion from Category 5; or
- (ii) By transfer from categories 1 and 2 of the Tamil Nadu Slum Clearance Board Technical Subordinate Service; or
- (iii) By appointment of an Assistant Executive Engineer of the Tamil Nadu Engineering Service; or the Tamil Nadu Highways Engineering Service or the Town Planning Service; or in the service of a local or an autonomous body on foreign service terms.

Category 5
¹[Assistant Executive Engineer (Planning)]

- (i) By promotion from Category 6; or
- (ii) By transfer from category 1 of the Tamil Nadu Slum Clearance Board Technical Subordinate Service.

¹[Category 5A
 Assistant Planner

- (i) By direct recruitment; or
- (ii) By promotion from category 8; or
- (iii) By appointment from any service of the Government or a local or an autonomous body on foreign service terms

Category 6
¹[Junior Engineer]

- (i) By direct recruitment; or
- (ii) For special reasons by appointment of ¹[Assistant Engineers] in the Tamil Nadu Engineering Subordinate Service or in the Service of a local or an autonomous body on foreign service terms.

Category 7
 Junior Architect
²[Category 8
 Planning Assistant (Grade A & B)]

- (i) By direct recruitment
- (i) By direct recruitment
- (ii) By recruitment by transfer from category 3 in Tamil Nadu Slum Clearance Board. Technical Subordinate Service or from category 6 in the Tamil Nadu Slum Clearance Board Technical subordinate service or from category 1 in the Tamil Nadu Slum Clearance Board work charged establishment service in the above order of preference or
- (iii) By appointment from any service of the Government or a local or an autonomous body on foreign service terms]

4. **Appointing Authority**

Appointment to the categories specified in column (1) of the Table below shall be made by the authority specified in column (2) thereof.

TABLE

(1)	(2)
1. Categories 1 and 2, 2A	Slum Clearance Board Subject to approval of Government
2. Categories 3, 3A, 4 and 5, 5A	Slum Clearance Board
3. Categories 6 and 7, 8	Chief Engineer

5.(a) Recruitment to category 4 ¹[Assistant Executive Engineer]¹ by the promotion from Category 6 ¹[Assistant Engineers]¹ and by transfer from the Tamil Nadu Slum Clearance Board Technical Subordinate Service shall be made at the ratio of 3:1 of the total number of vacancies.

¹Substituted G.O.Ms.No.333 HWD dt:13.5.81

5(b) Recruitment to Category 6 shall be made against the vacancy of ¹[Junior Engineer]¹ in Category 1 of the Tamil Nadu Slum Clearance Board Technical Subordinate Service and appointment of ¹[Asst.Engineers]¹ and the ²[Junior Engineer]² shall be made at the ratio of 3:1 of the total number of vacancies. The person appointed as ¹[Assistant Engineer]¹ shall be paid his initial pay at ²[Rs.2000/-] per mensem in the time scale of pay of the post ¹[Junior Engineer]¹.

6. **Qualification regarding age**

No person shall be eligible for appointment to categories 6 and 7 by direct recruitment if he has completed ³30 years of age.

7. **Special Qualification**

No person shall be appointed to the Category mentioned in column (1) of the table below unless he possesses the qualification mentioned in column (2) thereof.

2[Explanation : The prescribed qualification relating to passing of the Special Departmental tests may be relaxed by the Board with the prior approval of the Government in favor of those persons who satisfy the following criteria to enable them to be appointed to the respective post on a regular basis.

- i. that they should not be less than 50 years of age
- ii. that they should have made atleast five attempts to pass the test and
- iii. that their record of services should be such as to merit the concession]²

1 Substituted : G.O.Ms.No.333 H & UD, Dt.13.05.81

2 Inserted : G.O.Ms.No.59 H&UD Dt.09.01.85

3 Substituted G.O.Ms.No.486, H&UD, Dt.05.06.90

TABLE

(1)	(2)
Category 1 Chief Engineer	<ol style="list-style-type: none"> 1. All qualifications prescribed for category 2; and 2. a minimum period of 5 years of service as Superintending Engineer
Category 2 Superintending Engineer	<ol style="list-style-type: none"> 1. All qualification prescribed for category 3; and 2. A minimum period of 5 years of service as Executive Engineer
Category 2A Senior Planner	<ol style="list-style-type: none"> (i) For promotion form Category 3A; (Service for a period of not less than two years in Category 3A with Associate Membership of the Institute of Town Planners (India) or Master of Town Planning of an University recognized by the University Grants Commission for the purpose of its grants ; or (ii) Service for a period of not less than three years in Category 3A with a post graduate diploma in Town and Country Planning awarded by the State Board of Technical Education and Training, Madras; or (iii) Service for a period of not less than five years in Category 3A with a degree in Bachelor or Engineering (Civil) or Bachelor or Architect of An university recognized by the University Grants Commission for the purpose of its grants or an Associate of the Indian Institution of Architect].
Category 3 Executive Engineer	<ol style="list-style-type: none"> 1. All qualifications prescribed for category 4; and 2. a minimum period of 5 years service as ¹[Assistant Executive Engineer]¹
Category 3A Deputy Planner	<ol style="list-style-type: none"> (1) For Direct Recruitment (i) Must possess a post graduate degree in Town and Country Planning of an University recognized by the University Grants Commission for the purpose of its grants or post graduate diploma in Town and Country Planning awarded by the school of Architectural Planning at New Delhi which qualifies a person for award Associate membership of the Institute Town Planners (India) ; or (ii) Must have passed all the examinations conducted by the Institute of Town Planners (India) for becoming its Associate Member ; or

- (iii) Must possess a post graduate degree or post graduate diploma in Housing or Urban and Regional Planning of an University recognized by the University Grants Commission for the purpose of its grants; and
- (iv) Service for a period of not less than five years in a post equivalent to that of Category 5A in the Board's service or any service of the Government or Quasi Government
- (2) For promotion from Category 5A
 - (i) Service for a period of not less than three years in category 5A with Associate membership of the Institute of Town Planners (India) or Master of Town Planning of an University recognized by the University Grants Commission for the purpose of its grants : or
 - (ii) Service for a period of not less than five years in Category 5A with a degree in Bachelor of Engineering (Civil) or Bachelor of Architect of an University recognized by the University Grants Commission for the purpose of its grants or an Associate of the Indian Institute of Architect.]
- 1. For promotion
 - a. All qualifications prescribed for category 5; and
 - b. a minimum period of 5 years service as ¹[Assistant Engineer]
- ¹[2. For appointment by transfer from category 1] of the Tamil Nadu Slum Clearance Board Technical Subordinate Service.
 - a. All qualifications prescribed for category 1 (Junior Engineer) the Tamil Nadu Slum Clearance Board Technical Subordinate Service; and
 - b. (i). a minimum period of service of 10 years as ²[Junior Engineer]² in the Tamil Nadu Slum Clearance Board Technical Subordinate Service; or
 - (ii). an Engineering degree or its equivalent qualification after entering service with a minimum period of service of 5 years as ²[Junior Engineer] in Tamil Nadu Slum Clearance Board Technical Subordinate Service out of which three years of service should be after acquiring such qualification.

Category 4

¹[Assistant Executive Engineer]

¹Inserted G.O.Ms.No.1183 H & UD dated:10.9.80

²Substituted G.O.Ms.No.333 H & UD dated:13.5.81

Explanation: The seniority of the ²[Junior Engineer] on their acquiring the Engineering degree or its equivalent qualification, shall be fixed placing them below the ²[Assistant Engineer] recruited through the Employment Exchange during the year in which the Junior Engineer acquired the above qualification, or, if there is no such recruitment, the Junior Engineer shall be placed below the last ²[Assistant Engineer] list].

	(3).	For appointment by transfer from category 2 of the Tamil Nadu Slum Clearance Board Technical Subordinate Service-
	(a)	All qualifications prescribed for category 1 ² [Junior Engineer of the Tamil Nadu Slum Clearance Board Technical Subordinate Service; and
	(b)	a minimum period of service of as Draughtsman, Grade 1 for 10 years.
Category 5 ² [Assistant Executive Engineer (Planning)]	(1).	For promotion
	(a)	all qualifications prescribed for category 6 ² [Assistant Engineer] and
	(b)	Should possess experience in Town Planning work in making and designing of Town Planning Schemes for a period of not less than 3 years in any Municipality, Corporation, Town Planning Department, Housing Board or Slum Clearance Board.
	(2).	For transfer from category 1 of Tamil Nadu Slum Clearance Board Technical subordinate service
	(a)	all qualifications prescribed for category 1 of Tamil Nadu Slum Clearance Board Technical Subordinate Service; and
	(b)	should possess experience in town planning work in making and designing of town planning schemes for a period of not less than 5 years in any Municipality, Corporation, Town Planning Department, Housing Board or Slum Clearance Board
Category 5A Assistant Planner	(i)	By Direct Recruitment
	(ii)	Must possess a post graduate degree in Town and Country Planning of an University recognized by the University Grants Commission for the purpose of its grants or post graduate diploma in Town and Country Planning awarded by the School of Architectural Planning at New Delhi which qualifies a person for award of Associate Membership of the Institute of Town Planners (India) ; or
	(iii)	Must possess Associate Membership of the Institute of Town Planners (India) with a degree in Bachelor of Engineering (civil) or Bachelor of Architect of an University recognized by the University Grants Commission of the purpose of its grant.
	(2)	For promotion from category 8:
	(i)	Service for a period of not less than five years in category 7 of category 8 with a degree in Bachelor of Engineering (Civil) or Bachelor of Architect of an University recognized by the University Grants

		Commission for the purpose of its grants or an Associate of the Indian Institute of Architect;’or
	(ii)	Service for a period of not less than five years in Category 8 with Associate Membership of the Institute of Town Planners (India); or
	(ii)	Service for a period of not less than seven years in category 8 with a post graduate diploma in Town and Country Planning awarded by the State Board of Technical Education and Training Madras;or
	(iii)	Service for a period of not less than ten years in category 8 with a diploma in Civil Engineering awarded by the State Board of Technical Education and Training, Madras : or
	(iv)	Service for a period of not less than ten years in Category 8 with a diploma in Architecture (Architectural Assistantship) awarded by the State Board of Technical Education and Training. Madras)
Category 6 ² [Assistant Engineer]	(a)	² [must possess a degree in Engineer (Civil) of any University recognised by the State Government or any other equivalent qualification] ² or
	(b)	Must have passed sections A and B of A.M.I.E (India) Examination with the following.
	(i)	A pass in the Intermediate in Arts and Science or P.U.C. Examination.
	(ii)	Must have passed Geology under Section B as on optional or additional subject.

¹Substituted G.O.Ms.No.1183 H & UD dt:10.9.80

²Substituted G.O.Ms.No.333 H & UD dt:13.5.81

Category 7 Junior Architect	(i)	Must be a Bachelor of Architecture of a recognised University or must possess equivalent qualification; or
	(ii)	Must have undergone training for not less than two years in a recognised school of architecture or posses experience of not less than two years in drawing office of Architect who are members of Associateship of the t.I., B.A., or I.A.A. (London) or I.I.A. India.
Category 8 Planning Assistant (Grade A and B)	(1) (i)	For direct recruitment – Grade A Must possess a degree in Bachelor of Engineering (Civil) of an University Grants Commission of the purpose of it grants or
	(ii)	Must possess Associate Membership of the Institute of Engineering’s in Civil Branch ; or
	(iii)	Must possess a degree in Bachelor of Architect of an University recognized by the University Grants Commission for the purpose of the grants; or
	(iv)	Must possess Associate Membership of the Institute of Town planners (India) or Institute of Architects (India; or)
	(v)	Must possess a post graduate diploma in Town and country Planning awarded by the State Board of Technical Education on and Training Madras.
1[Category 8 Planning Assistant (Grade A and B) (Contd.)	(i)	Grade B (i) Must possess a diploma in Civil Engineering awarded by the State board of Technical Education and Training, Madras ; or
	(ii)	Must possess a diploma in Architecture (Architectural Assistantship) awarded by the State Board of Technical Education and Training, Madras
	(2)	For recruitment by transfer – Grade A and B Service for a period of not less than three years in Category 3 or Category 4 or Category 6 in the Tamil Nadu Slum Clearance Board T3echnical Subordinate Service or Category 1 of the Tamil Nadu Slum Clearance Board work charge Establishment service with a diploma in Civil Engineering or Architecture (Architectural Asssitantship) awarded by the State Board of Technical education and training Madras.]

8. ²[**Probation**

Every person appointed to any category of this service, otherwise than on the foreign service terms, shall be on probation for a total period of two years on duty within a continuous period of three years

Provided that it shall not be necessary for persons promoted from the lower category to the next higher category of the service to undergo probation, except in cases where supervisory functions are attached to the categories in which case the person promoted shall be on probation for a total period of one year within a continuous period of 2 years.]²

9. ¹[**Test to be passed**

The persons recruited direct or by promotion to categories 6 and 7 as ³[Assistant Engineer]³ and Junior Architects shall pass the Account Test for Public Works Department Officers and Subordinates within the period of probation.]¹

¹[10]¹. **Reservation of appointments**

The rule of reservation of appointment (General Rule 14) shall apply to first appointment to Category ³(Assistant Engineers)³ and to Category 7 (Junior Architect).

¹[11]¹. **Pay**

There shall be paid to every person holding a post in the categories mentioned in column 1 of the table below a monthly pay calculated in accordance with the scale shown in column (2) thereof.

TABLE

Category post	Scale of pay
1. Chief Engineer	² [5100-150-5700
2. Superintending Engineer	4100-125-4850-150-5300
3. Executive Engineer	3000-100-350-125-4500
4. ¹ [Assistant Executive Engineer] ¹	} 2200-75-2800-100-4000
5. ¹ [Assistant Executive Engineer] ¹ (Planning)	
6. ¹ [Assistant Engineer] ¹	2000-60-2300-75-3200
7. Junior Engineer	1640-60-2600-75-2900] ²

1 Renumbered: G.O.Ms.No.753 Housing 2.6.76

2 Substituted: G.O.Ms.No.666 Finance (Pay Commission) Dept. Dt:27.6.89

G.O.Ms.No.838 Finance (Pay Commission) Dt:10.8.89

3 Substituted: G.O.Ms.No.333 H & UD 13.5.81

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**C. THE TAMIL NADU SLUM CLEARANCE BOARD NON-TECHNICAL
SUBORDINATE SERVICE**

1. The rules shall be called the Tamil Nadu Slum Clearance Board Non-Technical Subordinate Service Rules, 1972.
2. Constitution

The service shall consist of the following categories of posts namely:-

³ [Category	1	Divisional Accountant
Category	2	Estate Officer and Vigilance Officer
Category	3	Assistant Vigilance Officer
Category	4	Manager (Circle Office)
Category	5	Office Assistant (Circle Office)] ³
Category	6	Superintendent (Accounts Section)
Category	7	Superintendent (Common Grade)
Category	8	Personal Clerk to Chairman (omitted) (Superintendent's Grade)
Category	8A	Upper Division Steno Typist
Category	9	Assistant, ¹ [Fair Copy Superintendent] ¹ , Upper Division Estate Inspector and Cashier.
Category	10	Junior Assistant, Record Keeper, Lower Division Estate Inspector and Shroff.
Category	10A	Telephone Operator (G.O.Ms.No.652, Hg & UD., Dt.23.09.1992
Category	11	Typist
Category	12	Steno Typist
Category	13	Bill Collector
Category	14	Junior Record Clerk
Category	15	Driver
Category	16	Board Photographer
Category	17	Dark Room Assistant (Deleted)
Category	18	Photographic Attender (Deleted)
² [Category	19	Motor Cycle Messenger]2
⁵ Category	20	[Sergeant]5

¹Inserted: G.O.Ms.No.756 Housing Dt.2.6.76

²Inserted:G.O.Ms.No.306 Housing Dt.27.4.77

³Substituted:G.O.Ms.No.329, H& UD Dt.12.5.81

⁴Inserted:G.O.Ms.No.437,Housing Dt.15.5.75

⁵Inserted:G.O.Ms.No.300, Hg&UD Dt.2.7.96

3 Method of appointment

Appointment to the category mentioned in column (1) of the table below shall be made in the manner specified in column (2) of the table below thereon.

TABLE

(1)	(2)
Category 1 [Divisional Accountant	(i) By appointment of a S.A.S. Accountant or a Divisional Accountant of the Accountant General's Office, Government of India having experience in "Works Audit" on deputation ; or (ii) ² By transfer from Categories 3 to 8 in the same order of priority; or (iii) ² By transfer from Category 2 possessing requisite qualification
Category 2 Estate Officer and Vigilance Officer	(i) By appointment of a Tahsildar in the Madras Revenue Subordinate Service on foreign service terms; or (ii) By promotion from category 7 (Superintendent Common Grade)
Category 3 Assistant Vigilance Officer	(i) By appointment of Deputy Tahsildar from the Madras Revenue Subordinate Service on foreign service terms; or (ii) By transfer from category?
Category 4 Manager Circle Office)	By appointment of a Circle Office Manager of the P.W.D. in the Madras Ministerial Service on foreign service terms;
Category 5 Officer Assistant (Circle Office)	(i) By appointment of a Circle Office Assistant of the P.W.D. in the Tamil Nadu Ministerial Service on foreign service terms; or (ii) By promotion from category 9 who has passed the Accounts Test for P.W.D. Officers and Subordinates] ¹

¹Substituted G.O.Ms.No.329, H&UD Dt.12.05.1981

²Substituted G.O.Ms.No.1333, H&UD Dt.04.10.1991

Category 6
Superintendent
(Account Section)

- (i) By appointment of a S.A.S. Accountant or Divisional Accountant of the Accountant General's Office, Government of India having experience in "Works Audit" on Deputation; or
- (ii) By transfer from Category 7

Category 7
Superintendent
(Common Grade)

- (i) By promotion from Category 8A and 9;
Explanation:- The inter-se-seniority between these categories shall be decided based on the date of promotion to the Category of Assistant, Fair copy Superintendent, Upper Division Estate Inspector, Cashier respectively".
- (ii) By appointment of Superintendent in the Tamil Nadu Ministerial Service or a Deputy Tahsildar in the Tamil Nadu Revenue Subordinate Service or a Superintendent in a local or an autonomous body on foreign service terms.

Category 8A
1[(Upper Division
Steno Typist)

- (i) By transfer of persons possessing requisite qualifications from category 9 or
- (ii) By promotion of persons possessing requisite qualifications from categories 10²[11 and 12] or
- (iii) By appointment of a n Assistant possessing requisite qualifications of Upper Division Steno Typist in Tamil Nadu Ministerial Service or in the service of local or autonomous body on foreign service terms and conditions]¹

Category 9 – Assistant,
³(Fair copy)
Superintendent]³,
Upper Division Estate
Inspector and Cashier

- (i) By promotion from categories No.10, ²[11 and 12]² or
- (ii) By appointment of an Assistant in the Tamil Nadu Ministerial Service or in the Service of a local or an autonomous body on foreign service terms.

¹Inserted: G.O.Ms.No.437 Housing 15.15.1975

²Inserted: G.O.Ms.No.44 Housing 19.01.1976

³Inserted: G.O.Ms.No.752 Housing 02.06.1976

Category 10 – Junior Assistant,
Record Keeper, Lower Division
Estate Inspector and Shroff

- (i) recruitment; or By direct
- (ii) For special reasons by appointment of a Junior Assistant in the Tamil Nadu Ministerial Service or in the service of a local or an autonomous body on foreign service terms; or
- (iii) By promotion from category 13; or
- (iv) By appointment of Typist and Steno Typist who are qualified and suitable and who have satisfactorily completed the period of probation as Typist or Steno Typist as the case may.

⁴Category 10A –
Telephone Operator

- (i) By direct recruitment:
Provided that other things being equal, preference shall be given to women candidates; or
- (ii) For special reasons by appointment of a Telephone Operator in the Tamil Nadu Ministerial Service or in the service of a local body or an autonomous body on foreign service terms; or
- (iii) By promotion from category 13, or
- (iv) By recruitment by transfer from any other service”.

Category 11 – Typist

- (i) By direct recruitment ; or
- (ii) For special reasons by appointment of Typist in the Tamil Nadu Ministerial Service or in the service of a local or an autonomous body on foreign service terms.
- (iii)³[By transfer or promotion from other categories of persons possessing requisite qualification.]³

Category 12 – Steno Typist

- (i) By direct recruitment; or
- (ii) For special reasons by appointment of Steno Typist in the Tamil Nadu Ministerial Service or in the service of a local or an autonomous body on foreign service terms.
- (iii)¹[By transfer or promotion from other categories of persons possessing requisite qualification.]³

Category 13 – Bill Collector

- (i) By direct recruitment; or
- (ii) By appointment by promotion from category 14; or
- (iii)³[For special reasons by appointment of a Bill Collector in the service of a local or an autonomous body on foreign service terms].

³Inserted G.O.Ms.No.1834 H& UD dated: 22.09.1979

⁴Inserted G.O.Ms.No.652 H & UD dated: 23.09.1992

Category 14 – Junior Record Clerk	(i) By direct recruitment; or (ii) By appointment by transfer from category of the Tamil Nadu Clearance Board 1[Basic] Service.
Category 15 – Driver	(i) By direct recruitment; or (ii) ² [By promotion from Tamil Nadu Slum Clearance Board (Basic) Service categories 1& 2] ²
Category 16 – Board Photographer	(i) By direct recruitment (ii) By appointment of a Photographer of a local or an autonomous body on foreign service terms.
Category 17 – Dark Room Assistant	By direct recruitment (Deleted)
Category 18 – Photographic Attender	By direct recruitment (Deleted)
Category 19 – ¹ [Motor Cycle Messenger	(i) By direct recruitment; or (ii) By promotion from Tamil Nadu Slum Clearance Board (Basic) Service Categories 1 and 2.] ¹
Category 20 Sergeant	By recruitment by transfer from the post of basic service in category 1 of Tamil Nadu Slum Clearance Board (Basic Service)

¹Inserted G.O.Ms.No.306 Housing dated: 27.04.1977

²Inserted G.O.Ms.No.789 H&UD dated: 11.08.1977

4. **APPOINTING Authority**

Appointment to the categories specified in column (1) of the table below shall be made by the authority specified in column (2) thereof:

TABLE

(1)	(2)
Categories 1 to 7, 8A, 9 and 16	Chairman, Slum Clearance Board
Categories 10 to 15, 17 to 20	Selection shall be made by the Chairman and the appointments shall be made by the Secretary Slum Clearance Board.

5. Qualification regarding age

No person shall be appointed by direct recruitment if he has completed [30 years]³

6. No person shall be appointed to any of the posts in the categories 1 to 13 and 16 unless he possesses the Minimum General Educational Qualification prescribed in the general rules. But if for appointment as Typist and Steno Typist by direct recruitment candidates possessing that qualification are not available those not possessing that qualification may be appointed.

7. **Special Qualification**

No person shall be appointed to any category mentioned in column (1) of the Table below unless he possesses the qualification mentioned in column (2) thereof.

²[Explanation: The prescribed qualification relating to passing of the Special Department Tests may be relaxed by the with the prior approval of the Government to favour of those persons who satisfy the following criteria so as to enable them to be appointed to the respective post on a regular basis.

- i. that they should not be less than 50 years of age
- ii. that they should have made at least five attempts to pass the tests and
- iii. that their records of service should be such as to merit the concession.]²

¹ Substituted G.O.Ms.No.894 H&UD dated:12.07.1980

² Inserted G.O.Ms.NO.59 H&UD dated:09.01.1985

³ Inserted G.O.Ms.No.486 H&UD dated:05.06.1990

TABLE

(1)	(2)
<p>Category 1 ¹[Division Accountant</p>	<p>(i) ³[For Promotion from categories 3 to 8 in the same order of priority; or]³ (ii) ³[For Promotion from categories 2 Possessing requisite qualifications”].³ a) All qualifications prescribed for categories 7 and 9. b) Should have passed the Divisional Accountant Test conducted by the Accountant General. Provided that said test must have been passed within [six]² attempts. Provided further that in the case of promotion from category 5, he should have put in a minimum service of five years in the category before appearing the Divisional Accountant Test conducted by the Accountant General.]¹</p>
<p>Category 7 – Superintendent (Common Grade)</p>	<p>For Promotion from category 9 a) All qualifications prescribed for category 9 and b) Should have passed the Account Test for subordinate Officers, Part II.</p>
<p>Category 8 – Personal Clerk to Chairman (omitted)</p>	<p>1. For direct recruitment Should have passed Typewriting Examination both in Tamil and English by Higher Grade and Higher Examination in Shorthand. 2. For appointment on foreign service a. Should be a regular Assistant or Superintendent, and b. Should have passed Typewriting Examination in Tamil and English by Higher Grade and should have passed lower Grade Examination in Shorthand (English)</p>

¹Inserted G.O.Ms.No.329 H&UD Dated:12.05.1981

²Substituted G.O.Ms.No.973 H&UD Dated:13.09.1989

³Substituted G.O.Ms.No.1333 H&UD Dated:04.10.1991

Category 9-
Assistant
⁴[Fair copy Superintendent]
Upper Division Estate
Inspector Cashier

²[a. Should have passed Account Test for subordinate officers Part I and Account Test for PWD officers and subordinates conducted by Tamil Nadu Public Service Commission for appointment as Assistant in all branches of the TNSCB including Divisional Offices and Circle Offices]² and

³[(b) Should have put is a minimum period of service of 3 years in any of the class in any of the posts in categories 10, 11 and 12.

Provided that a person for promotion as Assistant among the Typist or Steno Typists (Tamil or English) with the minimum general educational qualifications should have also passed the District Office Manual Test conducted by Tamil Nadu Public Service Commission.]³

Category 10A
Telephone Operator

(a) Must possess the Minimum General Educational Qualification; and

(b)(i) Must possess a certificate from a recognized public or private institution for having undergone Telephone Operator Course; or

(iii) Must possess an experience of not less than one year in Operating a Telephone Exchange”;

¹Inserted:G.O.Ms.No.437 Housing dated:15.5.75

²Inserted:G.O.Ms.No.43 Housing dated:19.1.76

³Inserted:G.O.Ms.No.44 Housing dated:19.1.76

⁴Inserted:G.o.Ms.No.752 Housing dated:2.6.76

Category 11-
Typist

Must have passed Government Technical Examination in
Typewriting:-

- (i) by higher grade in Tamil and English ,or
- (ii) by higher grade in Tamil and Lower Grade in English ,or
- (iii)by higher grade in English and Lower grade in Tamil.

Provided that candidates with the qualification referred to in item (iii) above, shall be recruited only if candidates with the qualifications referred to in item (1) above are not available.

Provided further that candidates with the qualifications referred to in item (ii) above, shall be recruited only if candidates with the qualification referred to in item (i) and (ii) above, are not available.]⁵

Category 12-
Steno Typist

Must have passed the Government Technical Examination in
Typewriting and Shorthand:-

- (i) by the Higher Grade in Tamil and English; or
- (ii) by the Higher Grade in Tamil and Lower Grade in English:
or
- (iii)by the Higher Grade in English and Lower Grade in Tamil

Provided that candidates with the qualification referred to in item (ii) above, shall be recruited only if candidates with the qualifications referred to in item (1) above are not available.

Provided further that candidates with the qualifications referred to in item (iii) above, shall be recruited only if candidates with the qualification referred to in item (i) and (ii) above, are not available.]⁵

¹Substituted G.O.Ms.No.584 H & UD 13.7.82

- Category 13-
Bill Collector
- (i) By director recruitment; or
 - (ii) For appointment by promotion from category 14; or
 - (iii) Should possess a minimum service of 2 years in the category of junior Record Clerk
- Category 14-
Junior Record Clerk
- (i) For direct recruitment
Should have studied upto and inclusive of the S.S.L.C for recruitment by transfer
 - (ii) For appointment by promotion
Should have put in a minimum period of service of 5 years in the category 1 & 4 of the Tamil Nadu Slum Clearance Board Basic Service.
- Category 15-
Driver
- (1) For direct recruitment
 - (a) Must have passed VIII Standard of a recognized school;
 - (b) Must possess a current motor vehicle license issued under the Motor vehicles Act.1939 (Central Act IV of 1939) and the rule made there under;
 - (c) Must possess practical experience in driving motor vehicles for a period of not less than two years; and
 - (d) Must possess an elementary knowledge of auto-mechanism as is required by a driver in the opinion of the appointing authority.
 - ¹[(2) For appointment by promotion
 - (a) Should have put in a service for a period of not less than 3 years in categories 1 and 2 of Tamil Nadu Slum Clearance Board Basic Service.
 - (b) Must possess a current motor vehicle license issued under the Motor vehicles Act.1939 (Central Act IV of 1939) and the Rules made there under;
 - (c) Must possess practical experience in driving motor vehicles for a period of not less than two years; and

Note: The appointment authority however shall have the right whenever it considers necessary to test the candidate appointment]

¹Substituted G.O.Ms.No.789 Housing ,dated:11.08.77

Category 16- Board Photographer	For Direct recruitment Should have undergone training or served for two years in a photographic firm of repute or served the Government of local or an autonomous body as a Photographer.
Category 17- Dark Room Assistant	Deleted
Category 16- Photographic attendar	Deleted
Category 19 - Motor Cycle Messenger	(i) For direct recruitment (a) Must have passed VIII standard in a recognized school.
Note: "reorganized school" shall mean a school maintained by or opened with the sanction of the Government or to which recognition has been accorded by the Director of School Education Madras under the Tamil Nadu Educational Rules.	
	(b) Must possess a current driving licence of a Motor Cycle issued by the competent authority under the Motor vehicle act, 1939 (Central Act IV of 1939) and the rules made thereunder with practical experience of driving a Motor cycle for a period of not less than five years. (iii) For appointment by promotion (a) Must have served for a period of not less than three years in Category No.1 or 2 of the Tamil Nadu Slum Clearance Board Basic Service. (b) Must possess a current driving licence of a Motor cycle issued by a competent authority under the Motor vehicle Act.1939 (Central Act IV of 1939) and the rules made thereunder with practical experience of driving a Motor Cycle for a period not less than two years] ¹
Category 20 Sergeant	Should have put in a service for a period of not less than five years in the post of basic Servant in category 1 of the Tamil Nadu Slum Clearance Board (Basis Service)

.....Contd/

¹Inserted G.O.Ms.No.306 Housing 27.04.77

²[8. Probation

Every person appointed to any ³[of the] ³ category of this service, otherwise than on foreign service terms shall be on probation for a total period of two years on duty within a continuous period of 3 years.

Provided that it shall not be necessary for persons promoted from the lower category to the next higher category of the service to undergo probation, except in cases where supervisory functions are attached to the categories in which the person promoted shall be on probation for a period of one year within a continuous period of two years.]²

9. Tests to be passed training to be undergone or other qualifications to be acquired by persons appointed to the service

- (a) A member appointed as Typist or Steno – Typist (Tamil) or (English) who has not passed the Government Technical Examination in Typewriting in English or Tamil as the case may be by lower grade should pass that examination within the period of probation.

¹Inserted G.O.Ms.No.306 Housing 27.04.77

²Substituted G.O.Ms.No.179 Hg & UD 13.03.81

³Inserted G.O.Ms.No.132 Hg & UD 02.02.87

¹[(b) (i) Every person appointed on or before the 31st December 1972 to any of the posts mentioned in Category 10 should pass the District Office Manual Test conducted by the Tamil Nadu Public Service Commission on or before the 31st December 1973. Their probation may however be declared with retrospective effect from the date on which they would have completed one year period of duty within a continuous period of two years eventhough they might have passed the test during 1973.

(ii) Every person appointed on or after the 1st January 1973 to any of the posts in Category 10 should pass the District Office Manual Test conducted by the Tamil Nadu Public Service Commission within the period of probation]¹

²[**Explanation** : The prescribed qualification relating to passing of the Special Departmental Tests may be relaxed by the Board with the prior approval of Government in favour of those persons who satisfy the following criteria so as to enable them to be appointed to the respective post on a regular basis.

- i. that they should not be less than 50 years of age
- ii. that they should have made atleast five attempts to pass the tests, and
- iii. that their record of service should be such as to merit the concession.]²

10 Reservation of appointment

The rule of reservation appointments (General Rule 14) shall apply to first appointment to categories 8, 10,11,12,13,14,15,16,17 and 18.

¹Substituted G.O.Ms.No. 689 Housing dated 25.5.76

²Inserted G.O.Ms.Bi, 306 H & UD dated 9.85

11. Pay

There shall be paid to every person holding a post in the categories mentioned in column (1) of the table below in accordance with the scale shown in column (2) thereof.

TABLE

	Category of post (1)	¹ [Scale of Pay] (2)
1	⁴ [Divisional Accountant	Rs.2000-60-2300-75-3200
2	Estate Office and Vigilance Officer	Rs.2000-60-2300-75-3200
3	Assistant Vigilance Officer	Rs.1600-50-2300-60-2660
4	Manager (Circle Officer)	-do-
5	Office Assistant (Circle Office) ⁴	-do-
6	Superintendent (Accounts Section)	-do-
7	Superintendents (Common Grade)	-do-
8	P.C. to Chairman (Superintendent's Grade)	-do-
² 8	(a) Upper Division Steno Typist] ²	Rs.1200-30-1560-40-2040
9	Assistant 3[Fair copy Superintendent]3 Upper Division Estate Inspectors and Cashier	Rs.975-25-1150-30-1660
10	Junior Assistants, Record Keeper, Lower Division Estate Inspectors and Shroffs	Rs.975-25-1150-30-1660
² 10A	Telephone Operator	Rs.975-25-1150-30-1660
11	Typists	Rs.975-25-1150-30-1660
12	Steno Typist	Rs.975-25-1150-30-1660
13	Bill Collectors	Rs.800-15-1010-20-1150
14	Junior Record Clear	Rs.775-12-955-14-1025
15	Driver	Rs.950-20-1150-25-1500
16	Board Photographer	Not specified
17	Dark Room Assistant	Rs.825-15-900-20-1200
18	Photographic Attendant	Rs.775-12-955-14-1025
19	Motor Cycle Messenger	Rs.950-20-1150-25-1500] ³
20	Sergeant	Rs.825-15-900-20-1200

¹Substituted G.O.Ms.No.666 Finance (Pay Commission) Dept.27.06.1989

²Substituted G.O.Ms.No.652 H &UD Dated:23.09.1992

D. TAMIL NADU SLUM CLEARANCE BOARD TECHNICAL SUBORDINATE SERVICE

1. These rules shall be called the Tamil Nadu Slum Clearance Board Technical Subordinate Service Rules, 1972.

2. Constitution

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This service shall consist of the following categories of posts namely:

Category	1	-	¹ [Junior Engineer]
Category	2	-	Draughtsman Grade I
Category	3	-	Draughtsman Grade II
Category	4	-	Draughtsman Grade III
Category	5	-	Head Surveyor
Category	6	-	Surveyor
Category	7	-	² [Assistant Draughtsman]
Category	8	-	Blue Print Operator
Category	9	-	Assistant Blue Printer

3. Method of appointment

Appointment to the category mentioned in column (1) of the Table shall be made in the manner specified in column (2) thereof.

TABLE

(1)	(2)
Category 1- 1[Junior Engineer]	(i) By direct recruitment or (ii) By promotion from holders of posts in categories 3 and 4; or (a) ³ [Provided that in the absence of eligible person in categories 3 and 4, appointment shall be made by recruitment by transfer from category 1 of Tamil Nadu Slum Clearance Board Work Charged Establishment Service.] (iii) For special reasons by appointment of a Junior Engineer in Tamil Nadu Engineering Subordinate Service or Tamil Nadu Highways Engineering Subordinates Service or in the service of a local or an autonomous body on foreign service terms.
Category 2- Draughtsman Grade I	(i) By promotion from category 3 or (ii) By appointment of a Draughtsman Grade 1 of the Tamil Nadu Engineering Subordinate Service or the service of a local or an autonomous body on Foreign Service terms.

¹Supervisor redesignated as Junior Engineer : G.O.Ms.No.333 H&Urban Development 13.05.1981

²Tracer redesignated as Assistant Draughtsman : G.O.Ms.No.1075 H&UD 12.07.1978

³G.O.Ms.No.1501 H&UD Dated:08.12.1990

Category 3-
Draughtsman Grade II

- (i) By direct recruitment; or
- (ii) By promotion from category 4; or
- (b) ²["Provided that in the absence of eligible person in Category 4, appointment shall be made by recruitment by transfer from category 1 of Tamil Nadu Slum Clearance Board work charged Establishment Service."]
- (iii) By appointment of a Draughtsman Grade II in the Tamil Nadu Engineering subordinate Service or Tamil Nadu High ways Engineering Subordinate Service or in the service of a local or an autonomous body on foreign service terms.

Category 4 –
Draughtsman Grade III

- (i) By direct recruitment; or
- (ii) By appointment of a Draughtsman Grade Subordinate Service or Tamil Nadu Highways Engineering Subordinate Service or in the service of a local or an autonomous body on foreign service terms; or
- (c) ²["Provided that in the absence of eligible person in Tamil Nadu Slum Clearance Board Technical Subordinates Service, appointment shall be made by recruitment by transfer from category 2 and 3 of Tamil Nadu Slum Clearance Board work Charged Establishment Service."]
- (iii) By promotion or transfer of persons from other categories possessing the requisite qualifications.

Category 5 –
Head Surveyor

- (i) By promotion from category 6; or
- (ii) By appointment of a Head Surveyor in the Tamil Nadu Housing Board on foreign service terms;

Category 6 –
Surveyor

- (i) By direct recruitment; or
- (ii) By appointment of a Surveyor in the Tamil Nadu Hosing Board on foreign service terms; or
- (iii) By promotion or by transfer of persons from other categories possessing the requisite qualifications.

Category 7 –
¹[Assistant Draughtsman]

- (i) By direct recruitment; or
- (ii) By appointment of an ¹[Assistant Draughtsman] in the Tamil Nadu Engineering Subordinate Service or Tamil Nadu Highways Engineering Subordinate Service or in the service of a local or an autonomous body on foreign service terms.
(or)
- (iii) ²By recruitment by transfer from category 2 and 3 of Tamil Nadu Slum Clearance Board work Charged Establishment Service"

Category 8 –
Blue Print operator

- (i) By direct recruitment; or
- (ii) By promotion from category 9 or by appointment of a Blue Print Operator in the Tamil Nadu Engineering Subordinate Service or in the service of a local or autonomous body on foreign service terms.

or

- (iii)²By recruitment by transfer from category 7 to 11 of Tamil Nadu Slum Clearance Board work Charged Establishment Service”

¹Substituted: G.O.Ms.No.1075 Housing 12.07.1978

²Substituted:G.O.Ms.No.1501 H&UD Dated:08.12.1990

Category 9 – By direct recruitment
Assistant Blue Printer

4. Appointing authority

Selection for appointment to all categories shall be made by the Chairman, Appointment to the Categories specified in column (1) of the Table below shall be made by the authority specified in column (2) thereof.

TABLE

(1)	(2)
Category 1	Chief Engineer
Category 2 to 9	Superintending Engineer

5. Qualification regarding age

No person shall be eligible for appointment by direct recruitment to any of the posts in the service if he has completed ¹[30] years of age.

6. Special Qualifications

No person shall be appointed to any category mentioned in column (1) of the Table below unless he possesses the qualifications mentioned in column (2) thereof

TABLE

(1)	(2)
Category 1 – Junior Engineer	<p>(i) Must possess the Upper Subordinate Lower Subordinate, or L.C.E. Diploma of the College of Engineering, Guindy, or the L.C.E. Diploma awarded by the Technological Diploma Examination Board, Madras; or</p> <p>(ii) Must have passed sections A and B of the A.M.I.E.(India) Examination with “Geology” under section B as an optional or additional subject – subject to the following conditions:-</p> <p>(a) Should furnish evidence of having undergone practical training in surveying for not less than one year; or</p> <p>(b) Should have put in a service of one year in the State Housing Board or the Public Works Department or the Highways and Rural Works Department as Overseer or Supervisor or any other institution acceptable to the appointing authority. (or)</p>

¹Substituted: G.O.Ms.No.486 H &UD 05.06.1990.

- ¹[Must possess the Diploma in Architectural Assistantship of the Tamilnadu State Board of Technical Education and Training]
- Category 2 - Draughtsman Grade I
- (i) Should possess all qualifications prescribed for category 4; (Draughtsman Grade III)
 - (ii) Should have passed the L.C.E Diploma of College of Engineering, Guindy or the L.C.E. Diploma awarded by the Technological Diploma Examination Board, Madras; and
 - (iii) Should have put in a minimum period of service of Draughtsman, Grade II for a period of 2 Years.
- Category 3 - Draughtsman Grade II
- (i) **For direct recruitment**
 - (a) Should possess all the qualifications prescribed for category 4; and
 - (b) Should have passed the L.C.E. Diploma of College of Engineering, Guindy or the L.C.E. Diploma awarded by the Technological Diploma Examination Board, Madras.
 - (ii) **For Promotion**
 - (a) Should possess all the qualifications prescribed for category 4; and
 - (b) Should have put in a minimum service for a period of 5 years as Draughtsman, Grade III in category 4.
- Category 4 - Draughtsman Grade III
- (i) Must possess the minimum general educational qualification; and
 - (ii) Must have passed the special examination for group certificate in the Tamil Nadu Government Technical Examination in Building drawing consisting of the following subjects:-
 - (a) Building drawing and Estimating – Higher I Class
 - (b) Building materials and construction Lower II Class
 - (iii) Applied Mechanics Higher II Class

¹Inserted G.O.Ms.No.634 H &UD 19.3.83

(iv) Geometrical Drawing - Lower II Class

(v) Mensuration - Lower II Class;

or

Must have passed the Draughtsmanship (Civil) Course under the syllabus (introduced from July 1952) conducted by the Government of India, Ministry of Labour

or

1[Must possess the Diploma in Architectural Assistantship of the Tamil Nadu State Board of Technical Education and Training.]

or

2[Must possess the National Trade Certificate or National Apprenticeship Certificate in the trade of Draughtsman (Civil) issued by the National Council for vocational Training, New Delhi].

Category 5-
Head Surveyor

(i) Should possess all the qualifications required for appointment to category 6 (Surveyor)

and

(ii) Should have put in a minimum service for a period of 3 years as Surveyor in category 6

Category 6-
Surveyor

(i) Must possess the minimum general Educational qualification ; and

(ii) Must have passed Deputy Surveyor, Grade I test of the survey and land records Department.

or

¹Inserted G.O.Ms.No. 634 H&UD 19.3.83

²Inserted G.O.Ms.No. 758 H&UD 5.5.83

Must have passed the special examination for group certificate in Surveying in the following subject in the Tamil Nadu Government Technical Examination.

- (1) Surveying and levelling – Higher
 - (2) Earthwork and Road making – Lower
 - (3) Mensuration – Lower; and
 - (4) Geometrical Drawing;
- or
- Building drawing and estimating – Lower;
- or

A pass in the Civil Engineering Group Examination conducted by the Board of Examination; Directorate of Technical Education, Madras in the following subjects:-

- (1) Applied Mechanics (Civil Branches);
 - (2) Building Materials and Construction;
 - (3) Survey theory
 - (4) Building, Drawing and Mensuration;
 - (5) Earthwork and Estimating;
 - (6) Elective subjects:-
 - a. Sanitary Engineering
 - or
 - b. Roads, Bridges and Railways
 - (7) Practical
Survey Practical
- or

¹[Must have passed National Trade Certificate / National Apprenticeship Certificate in the trade of Surveyor issued by the Industrial Training Institute, Ambattur.]

or

²[Must possess the Diploma in Architectural Assistantship of the Tamil Nadu State Board of Technical Education and Training]

¹Inserted G.O.Ms.No. 609 H&UD 24.7.81

²Inserted G.O.Ms.No. 634 H&UD 19.3.83

Category 7 –

¹[Assistant Draughtsman]

- (i) Must have the following subjects in the Lower Grade by the Tamil Nadu Government Technical Examination in –
- (1) Geometrical Drawing
 - (2) Building Drawing and Estimating and
 - (3) Freehand outline and Model Drawing
- (ii) Must have passed the S.S.L.C Examination under the authority of Government of Tamil Nadu with “Engineering” included as a special subject in the Bifurcated course in Secondary School;
- or
- (iii) A pass in the Civil Engineering Group Examination conducted by the Board of Examination; Directorate of Technical Education, Madras in the following subjects:-
- (1) Applied Mechanics (Civil Branch)
 - (2) Building Materials and Construction
 - (3) Survey Theory
 - (4) Building, Drawing and Mensuration
 - (5) Earthwork and Estimating
 - (6) Elective subjects
 - (a) Sanitary Engineering; or
 - (b) Roads, Bridges, Railways and Irrigation
 - (7) Practical – Survey Practical
- (iv) ¹[A pass in the Building and Structural Draughtsmanship Certificate Course of the Central Polytechnic, Madras.
- (v) The Technical High School Certificate issued by the State Board of Technical Education and Training, Madras;
- (vi) A pass in the Draughtsmanship (Civil) course under the pre 1952 Syllabus conducted by the Government of India, Ministry of Labour.]

¹Substituted : G.O.Ms.No. 1075 Housing 12.7.78

Category 8 -
Blue Print Operator

1. For direct recruitment
 - (i) Should have passed VIII standard or III form of a recognised School; and
 - (ii) Should have practical experience in Blue printing work for a period of one year.

2. **For Promotion**

- (i) Should have passed VIII standard or III Form of a recognised school; and
- (ii) Should have put in a minimum service of Assistant Blue Printer in Category 9 for a minimum period of one year.

Category 9 -
Assistant Blue Printer

Should have passed VIII standard or III Form of a recognised school.

7. Probation

Every person appointed to any of the category of this service, otherwise than on foreign service terms, shall be on probation for a total period of two years on duty within a continuous period of 3 years.

¹[Provided that it shall not be necessary for persons promoted from the lower category to the next higher category of the service to undergo probation, except in cases where Supervisory functions are attached to the categories, in which case the person promoted shall be on probation for a total period of one year within a continuous period of 2 years.]

8. Tests to be passed

The [Junior Engineer] recruited direct or by promotion from Draughtsman, Grade II and Grade III should pass the Account Test for Public Work Department Officers and Subordinates within the period of probation.

²[**Explanation**]

The prescribed qualification relating to passing of the Special Departmental Tests may be relaxed by the Board with prior approval of the Government in favour of those persons who satisfy the following criteria so as to enable them to be appointed to the respective post on a regular basis.

- i. that they should not be less than 50 years age
- ii. that they should have made atleast five attempts to pass the tests; and
- iii. that their records of service should be such as to merit the concession.]

9. Reservation of appointment

The rule of reservation of appointment (General Rule 14) shall apply to first appointment to categories 1,3,4,6,7,8 and 9.

¹Inserted G.O.Ms.No. 179 H&UD 13.3.81

²Inserted G.O.Ms.No. 59 H&UD 9.1.85

10. Pay

There shall be paid to every person holding a post in the categories mentioned in column (1) of the table below a monthly pay calculated the accordance with the scale showing in column (2) thereof.

TABLE

Category (1)	¹ [Scale of pay] (2)
1. Junior Engineer	Rs.1400-40-1600-50-2300-60-2600
2. Draughtsman Grade I	Rs.1820-60-2300-75-3200
3. Draughtsman Grade II	Rs.1400-40-1600-50-2300-60-2600
4. Draughtsman Grade III	Rs.1200-30-1500-40-2040
5. Head Surveyor	Rs.1600-50-2300-60-2660
6. Surveyor	Rs.1400-40-1600-50-2300-60-2600
7. Assistant Draughtsman	Rs. 975-25-1150-30-1660
8. Blue Print Operator	Rs. 775-12-835-15-1030
9. Assistant Blue Printing Operator	Rs. 750-12-870-15-945

¹Inserted G.O.Ms.No. 666 Finance (Pay Commission) 23.6.89
 G.O.Ms. No. 735 Finance (Pay Commission) 20.7.89
 G.O.Ms. No. 838 Finance (Pay Commission) 10.8.89

E. TAMIL NADU SLUM CLEARANCE BOARD ¹[BASIC] SERVICE

1. These rules shall be called the Tamil Nadu Slum Clearance Board ¹[Basic] Service Rules, 1972.

2. Constitution

The Service shall consist of the following categories of posts, namely:

Category	1	Roneo Operstor 1[Basic Servant] Cycle Messenger Chainman Grade I and Social Survey Assistant
Category	2	1[Basic Servant] – Cum – Driver (Deleted)
Category	3	Chainman, Grade II (Deleted)
2[Category	4	Watchman]
Category	5	Van cleaner (GO.Ms.No.264 Hg & UD., SC2(2) Dept. Dt.21.08.07

3. Appointing authority

Selection for appointment to all categories in this service shall be made by the Chairman and appointment shall be made by the Secretary to the Board.

4. Qualification

Candidates for appointment by direct recruitment shall possess the following qualifications.

- (a) Must not have completed ³[30 years] of age; provided that the age limit shall not apply in the case of appointment of any person who have rendered war service.
³[Provided further that no person shall be eligible for first appointment as Watchman if he has not completed twenty five years of age or has completed forty years of age.
- (b) Must possess the qualifications mentioned in column (2) of the table below for appointment to posts mentioned in column (1) thereof.

1Substituted G.O.Ms.No.1617 H&UD dt:29.12.80

2Substituted G.O.Ms.No.2123 H&UD dt:26.11.79

3Substituted G.O.Ms.No.486 H&UD dt:05.06.90

(1) Category 1- Roneo Operator, Basic Servant, Cycle Messenger, Chairman Grade I and Social Survey Assistant	(2) Must have passed VIII Standard of a recognized School ; and
Category 2- Basic Servant – Cum – Driver	(a) Must have passed V standard of a recognized school ; and (b) Must possess a current motor vehicle license issued under the Motor Vehicle Act, 1939 (Central Act IV of 1939) and the rules made thereunder.
Category 3- Chainman Grade II	Must have passed V standard of recognised School; and Must be able to ride bicycle.
Category 4- Watchman	Must have passed VIII standard or its equivalent and must be able to ride bicycle (provided that other things being equal for reference shall be given to persons who possess experienced in armed force.)
Category 5 Van cleaner	Must be able to read and write tamil to the satisfaction of the appointing authority.

1.[Provided that other things being equal for reference shall be given to persons
Who possess experience in Armed Force.]

4(a) ² [Security Deposit]

Candidate appointed to the post of watchman must furnish a security deposit of Rs.5/-(Rupees five only)
each.]

5. Selection

In Selecting candidates by direct recruitment the following order of preference shall be observed—

- (1) Firstly, those who have rendered war service
- (2) Secondary, those retrenched from Government Departments, local and local and autonomous bodies.
- (3) Thirdly, others.

6. ³[Probation]

Every person appointed to any category of this service otherwise those on foreign service terms shall be on
probation for a total period of 2 years on duty within a continuous period of 3 years.

Provided that it shall not be necessary for any persons promoted from the lower category to the next
higher category of the service to undergo probation except in cases where supervisory functions are
attached to the categories in which case the persons promoted shall be on probation for a total
period of one year within a continuous period of 2 years.

7. Age concession for discharged State Government Employees

Notwithstanding anything contained in these rules, in the case of a discharged State Government
employees, who has not completed 40 years of age and whose name is suggested by a local
Employment Exchange for appointment to a vacancy in the Slum Clearance Board Service with
the State Government

1.Inserted G.O.Ms No. 743 HEUD 31.8.81

2.Inserted G.O.Ms No.2123 Hg 26.11.79

3.Inserted G.O.Ms No.179 HEUD 15.3.81

(whether continuous or non-continuous) plus a grace period of three years shall be excluded in computing the age for appointment.

Explanation

For the purpose of this rule a discharged State Government employee is a person who was in the employment of the State for a continuous period of not less than six months and was discharged because of reduction in establishment or any other reason (but not a disciplinary measure) and who has registered his name at a local Employment Exchange for employment.

8. ¹[Reservation of appointments – Deleted.]

9. Pay

There shall be paid to every person holding a post in the categories mentioned in column (1) of the table below a monthly pay calculated in accordance with the scale shown in column (2) there of.

TABLE

Category of post (1)	Scale of pay (2)
1. Roeno Operator, Basic Servant Chainman Grade I Cycle Messenger Social Survey Assistant	750-12-870-14-940
2. Basic Servant-Cum-Driver	750-12-870-14-940
3. Chainman Grade I	750-12-870-14-940
4. Watchman	750-12-870-14-940
5. Van cleaner	250-5-330-10-400

1. G.O.Ms No.749 H&UD 3.9.81

2. G.O.Ms.No.666 Finance (Pay Commission) 20.7.89

F. TAMIL NADU SLUM CLEARANCE BOARD (DISCIPLINE AND APPEAL) RULES

1. (i) These rules may be called the Tamil Nadu Slum Clearance Board (Discipline and Appeal) Rules 1972.
- (2) They shall come into force on the 30th September 1970.
- (3) They shall apply to –
 - (i) Every member of Tamil Nadu Slum Clearance Board Service.
 - (ii) Every person appointed to a class or category of a Slum Clearance Board Service under rule 8 of the General rules in the Part II of the Tamil Nadu Slum Clearance Board Service Rules. But they shall not apply to any person appointed to a Slum Clearance Board Service on contract under rule 9 of the general rules.

Explanation

If any doubt arises as to the application of these rules to any person, the matter shall be referred to the State Government whose decision shall be final.

2. (1) In these rules, unless there is anything repugnant in the context the words or expression occurring shall have the same meaning assigned to them in part I of the Tamil Nadu Slum Clearance Board Service Rules.
- (2) “ Appellate Authority” means the authority competent to entertain and pass orders setting aside or confirming or modifying an original order of a disciplinary authority imposing any of the penalties specified in rule 3 of these rules on any member of a service.
- (3) “ The Disciplinary Authority” means the authority competent to impose any of the penalties mentioned in rule 3, on any member of a service :

Explanation

Where an appellate authority passes an original order in imposing any of the penalties specified in Rule 3 be shall in respect of the order be deemed to be disciplinary authority.

Penalties

3. The following penalties may, for good and sufficient reason be imposed on any member of a service, namely:-
 1. Censure
 2. Withholding of increments or promotion, including stoppage at an efficiency bar
 3. Reduction to a lower rank in the seniority list or to a lower post a time scale or to a lower stage in the time scale

- 4(a) Recovery from the pay of the whole or part of any pecuniary loss caused to a Municipal Council or to any other local body or the State Government or the Central Government or the Tamil Nadu Slum Clearance Board by negligence or breach of orders
- 4(b) ¹[Whenever heavy losses are sustained by the Board due to issue of any false certificate by an employee of the Board or due to his gross negligence, his services are liable to be terminated and simultaneously criminal action shall be instituted against such person. Besides, the liability for the losses will also be enforced on him and recovery of the value of such losses will be made to the extent necessary from the pay of such employees".]
- 5 Recovery from the pay to the extent necessary of the monetary value equivalent to the amount of increments ordered to be withheld where such an order cannot be given effect to
- 6 Recovery from the pay to the extent necessary of the monetary value equivalent to the amount or reduction to a lower stage in a time scale ordered, where such an order cannot be given effect to
- 7 Compulsory retirement from the Tamil Nadu Slum Clearance Board Service
- 8 Removal from the Tamil Nadu Slum Clearance Board Service
- 9 Dismissal from the Tamil Nadu Slum Clearance Board Service
- 10 Suspension, where a person has already been suspended under sub rule (9) of rule 8, to the extent considered necessary by the authority imposing the penalty.

Explanation

- (i) In cases of stoppage of increments with cumulative effect, the monetary value of three times the amount of increments ordered to be withheld may be recovered.
- (ii) The Penalties mentioned in items.(1), (2), (4), (6) and (10) will be deemed to be minor penalties and those in (3), (7), (8) and (9) as major penalties.
- (iii) The discharge.
- (a) of a person appointed on probation before the expiry or at the end of the prescribed or extended period of probation; or
- (b) of a person engaged under contract, in accordance with the terms of his contract; or
- (c) of a person appointed otherwise than under contract to hold a temporary appointment on the expiration of the period of the appointment does not amount to removal or dismissal within the meaning of this rule.
- (iv) The removal of a person from the Tamil Nadu Slum Clearance Board Service shall not disqualify him from future employment but the dismissal of a person from the Tamil Nadu Slum Clearance Board Service shall ordinarily disqualify him from future employment in any Slum Clearance Board Service.

DISCIPLINARY AUTHORITY

4. (1) The penalties provided in sub-rule (1), (2), (3), (4), (5) and (6) of rule 3 and suspension from service under rule (8) and (9) in respect of members of service shown in column (1) of the table below shall be imposed by the authority shown in column (2) there of or any higher

TABLE

(1)	(2)
1. All members of subordinate and (Basic) Services working in the Division of the Tamil Nadu Slum Clearance Board	Executive Engineer of the Division concerned
2. All members of subordinate and (Basic) Services working in the Circle Office of the Tamil Nadu Slum Clearance Board	Superintending Engineer
3. All members of subordinate and Basic services in the Tamil Nadu Slum Clearance Board's Officer other than the Vigilance Officer and the Assistant Vigilance Officer in the Scrutiny and Vigilance cells	Accounts Officer of the Tamil Nadu Slum Clearance Board, (Assistant Secretary) and Chief Revenue Officer in respect of the staff working under their control.
4. Vigilance Officer and Assistant Vigilance Officer in the Scrutiny and Vigilance cells.	Secretary
5. (Junior Engineer Civil Junior Engineer Electrical and Junior Architect)	Chief Engineer
6. Assistant Engineer	(Board)

-
1. Inserted G.O.Ms.No.307 Housing 27.4.77
 2. Substituted G.O.Ms.No.315 H & UD 11.1.84
 3. Deleted (Deputy CRO) G.O.Ms.No.1018 H & UD 12.11.82
 4. Substituted G.O.Ms.No.1617 H & UD 29.12.80

7. Executive Engineer, Board
 Accounts Officer Chief
 Revenue Officer
 (Assistant Secretary) in
 All branches of the Board
 Tamil Nadu Slum Clearance
 Board
8. Secretary to the Slum Clearance Government
 Board, Chief Engineer and
 Superintending Engineer

Provided that

- (1) The Estate Officers shall be competent to impose the penalty Specified in sub rule (1) of rule 3 (I.e. censure) in respect of members of and below the level of Junior Assistants including Lower Division Estate Inspectors working under them.
- (2) The disciplinary authority competent to impose the penalties Provided for in sub- rules (3), (7), (8) and (9) of rule 3, on a member of a service shall be the appointing authority or any higher authority.
- (3) In the case of a person drafted from the State or Central Government departments and from the local or autonomous bodies On deputation the penalties specified in sub – rule (3), (7), (8) and (9) of rule 3 shall be imposed only by the authority which is competent to inflict such penalties in the lending department or body. The borrowing authority shall in such cases complete the enquiry and revert the person concerned to the lending authority together with records of enquiry for such action as that authority may consider necessary. The penalties specified in sub – rules (1), (2), (3), (4), (5) and (6) of rule 3 and shall be imposed by the authority specified in sub – rule (1) of rule 4.

¹[Deleted]

- (4) In the case of a person permanently absorbed form State Government Department or from the local or autonomous body The penalties specified in sub – rules (1), (2), (3), (4), (5) and (6) or rule 3 and suspension from service under rule 8,9 in respect of members of service shown in column (1) of the Table under sub – rule (1) shall be imposed by the authority shown in column (2) thereof or any higher authority for misdeeds committed by him during his service under the Government department or the local or the autonomous bodies.

Provided that the Government Department or the Local or the autonomous body under which the person served shall, in such cases, complete the records of enquiry for such action as that authority may consider necessary. In the case of such person the disciplinary authority competent to impose the penalty provided for sub – Rules (3) (7), (8) and (9) of Rule 3 shall be the appointing authority for the post held by such person in the Board at the time of awarding the penalty or any higher authority.

Deleted – G.O. Ms. No. 1566 Housing 6.12.80

Inserted – G.O.Ms.No.117 H & UD 19.2.81

5. (1) Where in any case the appellate authority has imposed or declined to impose a penalty under this rule, the disciplinary authority shall have no jurisdiction to proceed under this rule in respect of the same case.
 - (2) The fact that a disciplinary authority has imposed or declined to impose a penalty in any case shall not debar the appellate authority from exercising his jurisdiction under this rule in respect of the same case.
 - (3) The order of the appellate authority imposing or declining to impose in any case a penalty under this rule shall supersede any order passed by a lower authority in respect of the same case.
 - (4) The fact that a disciplinary authority has dropped a charge against a member of a service as not proved, shall not debar the appellate authority from reviving it for reasons to be recorded in writing and taking suitable action on the charge so revived.
6. (1) Where a person has been promoted from a class or category of a higher class or category of such service, no penalty shall be imposed on him in respect of his work or conduct which he was a member of a class or category to which he has been promoted.
7. Where a person has been reduced from a class or category of service to a lower class or category of such service, no penalty shall be imposed upon him in respect of his work or conduct while he was a member of a class or category from which he was reverted or reduced except by an authority competent to impose the penalty upon a member of such class or category as the case may be.
8. (i) In every case where it is proposed to impose on a member of a service any of the penalties specified in sub-rules (1), (2), (3), (4), (5) and (10) of rule 3, he shall be given a reasonable opportunity, of making any representation that he may desire to make and such representation, if any, shall be taken into consideration before the order imposing the penalty is passed.

Provided that the requirements of this sub – rule shall not apply where it is proposed to impose on a member of a service any of the penalties aforesaid on the basis of facts which have led to his conviction by a court martial or where the officer concerned has absconded or where it is for other reasons impracticable to communicate with him.
- (ii) In every case where it is proposed to impose on a member of a service any of the penalties provided for in sub – rules (3), (7), (8) and (9) of rule 3, the grounds on which it is proposed to take action shall be reduced to the form of a definite charge or charges which shall be communicated to the person charged together with a statement of the allegations of which each charge is based and of any other circumstances on which it is proposed to take into consideration in passing orders on the case. The person so charged shall be required within an oral inquiry or to be heard in person or both. An oral inquiry shall be held if such an inquiry is desired by the person charged or is directed by the authority concerned. At that inquiry oral evidence shall be heard as to such of the allegations as are not admitted, in person and to have such witnesses called, as he may wish, provided that the officer conducting the inquiry may, for special and sufficient reason to be recorded in writing, refuse to call a witness.

Whether or not the person charged desired or had on oral inquiry he shall be heard in person at any stage if he so desires before passing of final orders. A report of the inquiry or personal hearing as the case may be shall be prepared by the authority holding the enquiry or personal hearing.

Whether or not such authority is competent to impose the penalty, such report shall contain sufficient record of the evidence if any and a statement of the findings and the grounds thereof.

- (iii) ¹[After the enquiry or personal hearing referred to in sub – rule (1) has been completed and after the authority competent to impose the penalty has arrived at provisional conclusion in regard to the penalty to be imposed on the basis of the evidence adduced during the enquiry, it shall make an order imposing such penalty and it shall not be necessary to give the person charged any opportunity of making representation on the penalty proposed to be imposed.]
- (iv) ¹[Deleted]
- (v) The requirements of rule 8 (2) shall not apply where it is proposed to impose on a member of a service any such penalty as is referred to therein on the basis of facts which have led to his conviction in criminal court (whether or not he has been sentenced by such court to any punishment), but he shall be given a reasonable opportunity of making any representation that he may desire to make and such representation if any shall be taken into consideration before the order imposing the penalty is passed.
- (vi) The requirements of sub – rule (2) shall not apply where it is proposed to impose on a member of a service any of the penalties mentioned in rule 3 on the basis of the facts which have led to his conviction by a court martial or where the person concerned has absconded or where it is for other reasons impracticable to communicate with him.
- (vii) The provisions of sub – rule (2) shall not apply where the Boards is satisfied that in the interest of the security of the Board it is not expedient to follow the procedure prescribed in that sub – rule.
- (viii) All or any of the provisions of sub-rule (1) and (2) may in exceptional cases, for special and sufficient reason to be recorded in writing, be waived where there is difficulty in observing exactly the requirements of the said sub-rules and those requirements can be waived without injustice to the person charged. If any question arises whether it is reasonably practicable to follow the procedure prescribed in sub-rule (2) the decision thereon of the authority competent to dismiss or remove such person or reduce him in rank, as the case may be shall be final.
- (ix) A member of a service may be placed under suspension from service, where
- (i) an enquiry into grave charge against him is contemplated or is pending ; or
 - (ii) a complaint against him of any criminal offence is under investigation or trial and if such suspension is necessary in the public interests.
- [² Provided that in the case of a person drafted from the State or Central Government and from the local bodies on deputation, the borrowing authority shall forthwith revert the person concerned to the lending department or body for placing him under suspension by the competent authority in the lending department or body.]
- (x) A member of service who is detained in custody whether on a criminal charge or otherwise, for a period longer than forty eight hours shall be deemed to have been suspended under this rule.
- (xi) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a member of a service under suspension is set aside on appeal or on review under these rules and the case is remitted for further inquiry or action or with any other directions, the order directions, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal, removal or compulsory retirement and shall remain in force until further orders.

- (xii) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon a member of a service is set aside as declared or rendered void in consequence of or by a decision of a court of law and the disciplinary authority on a consideration of the circumstances of the case decided to hold a further inquiry against him on the allegations on which the penalty of dismissal removal or compulsory retirement was originally imposed, such member of a service shall be deemed to have been placed under suspension by appointing authority from the date of original order or dismissal, removal or compulsory retirement and shall continue to remain under suspension until further orders. Whether a person suspended or deemed to have suspended (whether in connection with only disciplinary proceedings or otherwise) and any other disciplinary proceedings is commenced against him during the continuance of that suspension the authority competent to place him under suspension may for reason to be recorded by him in writing direct the person shall continue to be under suspension till the termination of all or any of such proceedings.
- (xiii) An order of suspension made or deemed to have been made under this rule may at any time be revoked by the authority which made the order or by the appellate authority or the State Government.
9. The competent authority imposing any penalty under these rules shall maintain a record showing:-
- i. The allegations upon which action was taken against the person punished;
 - ii. The charges framed, if any;
 - iii. The person's representation, if any, and the evidence taken, if any; and
 - iv. The finding and the grounds thereof, if any.
- 10.
- i. All orders of punishment shall state the grounds on which they are based and shall be communicated in writing to the person against when they are passed.
 - ii. Every order, notice and other process made or issued under these rules shall be served in person on the person concerned or sent to him by registered post acknowledgement due or if such person is not found by learning it at his last known place of residence or by going or rendering it to an adult member of his family or if none of the means aforesaid is available by affixing it in some conspicuous part of his known place of residence.

APPEALS

11. Every member of a service shall have the right of appeal against an order passed by an authority
- i. Imposing on him any of the penalties provided for in rule 3.
 - ii. Discharging him in accordance with the terms of his contract, if he has been engaged on a contract for a period exceeding three years at the time when his services are terminated.

12. A member of a service on whom any of the penalties mentioned in sub-rules (1), (2), (4), (5), (6) and (10) of rule 3 has been imposed by the authority shown in column (1) of the table below may appeal to the authority shown in column (2) thereof:-

TABLE

(1)	(2)
1. Executive Engineer of the Divisional Office	Superintending Engineer
2. Account Officer ¹ [Assistant Secretary] and Chief Revenue Officer of Board's Office	Secretary
3. Superintending Engineer	Chief Engineer
4. Secretary	Chairman
5. Board	Government

13. A member of a service on whom any of the penalties mentioned in sub-rules (3), (7), (8) and (9) of rule 3 has been inflicted by the authority shown in column (1) of the table below may appeal to the authority shown in column (2) thereof:-

TABLE

(1)	(2)
1. Secretary	Chairman
2. Superintending Engineer	Chief Engineer
3. Chief Engineer	Chairman
4. Chairman	Board
5. Board	Government

14. Notwithstanding anything contained in rule 4, where an original order imposing a specific penalty imposed on a member of a service has been passed by the appellate authority in exercise of the powers conferred by rule 5 an appeal against such order shall lie to the next higher authority.

Provided that where the appellate authority who has passed the original order imposing the penalty happens to be the State Government, the person aggrieved by the order may again appeal to the State Government to reconsider the order. The State Government shall thereupon review the records of the case and pass such orders thereon as if may appear to them to be just or expedient.

¹Substituted G.O.Ms.No. 315 H&UD 11.4.84

15. (1) In the case of an appeal against an order imposing any penalty specified in rule 3, the appellate authority shall consider
- (i) Whether the facts on which the order was based have been established.
 - (ii) whether the facts established afford sufficient ground for taking action; and
 - (iii) whether the penalty is excessive, adequate or inadequate; and after such consideration shall pass such order as it thinks proper.
- (2) Any error or defect in the procedure followed in imposing a penalty may be disregarded by the appellate authority if such authority considers for reasons to be recorded in writing, that the error or defect was not material and has neither caused injustice to the person concerned nor affected the decision of the case.
16. In the case of an appeal, the appellate authority shall pass such order as appears to it just and equitable, having regard to all the circumstances of the case.
17. Every person preferring an appeal shall do so separately and in his own name.
18. Every appeal preferred under these rules shall contain all material statements and arguments relied on by the appellant, shall contain no disrespectful or improper and shall be complete in itself. Every such appeal shall be addressed to the authority to whom the appeal is preferred and shall be submitted through the head of the office to which the appellant belongs or belonged and through the authority from whose order the appeal is preferred.
19. An appeal may be withheld by an authority not lower than the authority from whose order it is preferred, if
- i. it is an appeal in a case in which under these rules no appeal lies, or
 - ii. it does not comply with the provisions of Rule 18; or
 - iii. it is not preferred within two months after the date on which the appellant was informed of the order appealed against and no reasonable cause is shown for the delay, or
 - iv. it is repetition of a previous appeal and is made to the same appellate authority by which such appeal has been decided and no new facts or circumstances are adduced which afford grounds for reconsideration of the case; or
 - v. it is addressed to an authority to which no appeal lies under these rules;
- Provided that in every case in which an appeal is, withheld, the appellant shall be informed of the fact and the reasons for it:
- Provided further that an appeal withheld on account only of failure to comply with the provisions of rule 19 may be resubmitted at any time within one month of the date on which the appellant has been informed of the withholding of the appeal, and resubmitted in a form which complies with these provisions, shall not be withheld.
20. No appeal shall be against the withholding of an appeal by a competent authority.
21. The authority by whom an order imposing a penalty specified in rule 3 may be reversed or altered in cases in which no appeal is preferred shall be appellate authority prescribed in the rules or the State Government.
22. i. Every appeal which is not withheld under these rules shall be forwarded to the appellate authority by the authority from whose order the appeal is preferred with an expression of opinion.

- iii. A list of appeals withheld under rule 19 with the reasons for withholding them shall be forwarded half-yearly by the withholding authority to the appellate authority.
23. An appellate authority may call for any appeal admissible under these rules which has been withheld by a subordinate authority and may pass such orders thereon as it considers fit.
24. Nothing in these rules shall operate to deprive any person of any right of appeal which he would have had if these rules had not been made, in respect of any order passed before they came into force. An appeal pending at the time when or preferred, after these rules came into force shall be deemed to be an appeal under these rules, and the rule 16 apply as if the appeal were against an order appealable under these rules.
25. Where the original order imposing any of the penalties specified in rule 3 has been imposed on a member of a service by the State Government such member may, within two months on the date on which the order is communicated to him submit a revision petition to Government against the order. In disposing of such petition, the State Government shall as far as possible follow the procedure, prescribed for dealing with appeals.
26. ¹[i. Every member of the service shall strictly adhere to the sub-rule (1) of rule 20 of the Tamil Nadu Slum Clearance Board Officers and Servants Conduct Rules 1981.
- iii. The appointing authority shall have power to take disciplinary action against the employees for breach of the rule 21 of Tamil Nadu Slum Clearance Board Officers and Servants Conduct Rules 1981.]

¹ Substituted G.O.Ms. No. 114 H&UD 18.2.84

**G. TAMIL NADU SLUM CLEARANCE BOARD WORK CHARGED
ESTABLISHMENT SERVICE RULES**

[G.O.Ms.No. 1750 H &UD 29.12.1988]

1. Short title and commencement

- (1) These rules may be called the Tamil Nadu Slum Clearance Board Work Charged Establishment Service Rules, 1988.
- (2) They shall come into force on the date of their publication in the Tamil Nadu Government Gazette.

2. Definition

- (i) “Act” means the Tamil Nadu Slum Areas (Improvement and Clearance) Act, 1971
- (ii) “Board” means the Tamil Nadu Slum Clearance Board established under section 31 of the Act.
- (iii) “Chairman” means the Chairman of the Tamil Nadu Slum Clearance Board.
- (iv) “Government” means the State Government.
- (v) “Work Charged Establishment” means provincialised, Non- provincialised and persons working under Nominal Muster Rolls.

3. Constitution

The service shall consist of the following categories of posts, namely:

Category 1	-	Technical Work Assistant
Category 2	-	Non-Technical Work Assistant Grade I
Category 3	-	Non-Technical Work Assistant Grade II
Category 4	-	Wireman Grade II
Category 5	-	Electrician Grade II
Category 6	-	Plumber
Category 7	-	Pump Operator
Category 8	-	Man Mazdoor
Category 9	-	Sanitary Mazdoor
Category 10	-	Watchman
Category 11	-	Gardener

4. Appointment

- (a) Appointment to the posts specified in column (1) of the Table below shall be made by the method specified in column (2) thereof:

TABLE

	POST		METHOD
Category 1	Technical Work Assistant		i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 2	Non-Technical Assistant Grade I	Work	i. By direct recruitment; or ii. By promotion from among the holders of the post of Non-Technical Work Assistant Grad II; or iii. By transfer from any other category for special reasons;
Category 3	Non-Technical Assistant Grade II	Work	i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 4	Wireman Grade II		i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 5	Electrician Grade II		i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 6	Plumber		i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 7	Pump Operator		i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 8	Man Mazdoor		i. By direct recruitment; or ii. By transfer from any other category for special reasons;
Category 9	Sanitary Mazdoor		By direct recruitment
Category 10	Watchman		By direct recruitment
Category 11	Gardener		By direct recruitment

(b) Appointment by direct recruitment shall be made only in consultation with the Employment Exchange as provided for in the Employments Exchanges (compulsory Notification of Vacancies) Act, 1959, (Central Act 31 of 1959) and the rules made thereunder.

5. Appointing Authority

Selection for appointment to any post shall be made by the Chairman of the Board. Appointment shall be made by the respective Superintending Engineer of the Board.

6. Qualifications

(a) Age

No person shall be eligible for appointment, by direct recruitment, to any post in the service, if he has completed or will complete the age of thirty years on the 1st July of the year in which the selection for appointment is made;

Provided that the above age limit shall be increased by five years in the case of candidates belonging to the scheduled castes and Scheduled tribes.

(b) Other Qualification

No person shall be eligible for appointment to the posts specified in Column (1) of the Table below unless he possesses the qualifications specified column (2) thereof.

TABLE

	Post	Qualification
Category 1	Technical Work Assistant	A Diploma in Civil Engineering
Category 2	Non-Technical Work Assistant Grade I	By direct recruitment or by transfer <ol style="list-style-type: none"> i. Xth Standard or its equivalent ii Practical experience in handling of muster rolls acquaintance rolls, maintaining site work accounts, and materials accounts including elementary knowledge of estimate for a period of not less than one year and <p>By promotion</p> <p>Experience as Non-Technical Work Assistant Grade II for a period of five years</p>
Category 3	Non-Technical Work Assistant Grade II	<ol style="list-style-type: none"> i. Must have studies upto Xth Standard or its equivalent and ii Practical experience in handling of muster rolls, acquittance rolls including elementary knowledge of estimate for a period of not less than one year;
Category 4	Wireman Grade II	<ol style="list-style-type: none"> i. VIIIth Standard from a recognized School or its equivalent and ii Must possess I.T.I. Certificate in the trade of Wireman or experience as Wireman for a period of not less than five years in a reputed firm or factory.

Category 5	Electrician Grade II	<ul style="list-style-type: none"> i. VIIIth Standard from a recognized School or its equivalent and ii. Must possess I.T.I. Certificate in the trade of Wireman or experience as Wireman for a period of not less than five years in a reputed firm or factory.
Category 6	Plumber	<ul style="list-style-type: none"> i. VIIIth Standard from a recognized School or its equivalent and ii. Must possess I.T.I. Certificate in the trade of Wireman or experience as Wireman for a period of not less than five years in a reputed firm or factory.
Category 7	Pump Operator	<ul style="list-style-type: none"> i. VIIIth Standard from a recognized School or its equivalent and ii. Must possess I.T.I. Certificate in the trade of Wireman or experience as Wireman for a period of not less than five years in a reputed firm or factory.
Category 8	Man Mazdoor	<p>FOR CATEGORIES 8 TO 11</p> <p>Must be able to read and write Tamil.</p>
Category 9	Sanitary Mazdoor	<p>Provided that preference shall be given to some candidates possessing academic qualification or previous experience in such type of works attached to the post.</p>
Category 10	Watchman	
Category 11	Gardener	

7. Probation

Every person appointed to the post by direct recruitment shall be on probation for a total period of two years on duty within a continuous period of three years.

THE TABLE

	Post (1)	
Category 1	Technical Work Assistant	1200-30-1560-40-2040
Category 2	Non-Technical Work Assistant Grade I	950-20-1150-25-1500
Category 3	Non-Technical Work Assistant Grade II	825-15-900-20-1200
Category 4	Wireman Grade II	825-15-900-20-1200
Category 5	Electrician Grade II	825-15-900-20-1200
Category 6	Plumber	825-15-900-20-1200
Category 7	Pump Operator	825-15-900-20-1200
Category 8	Man Mazdoor	750-12-870-14-940
Category 9	Sanitary Mazdoor	750-12-870-14-940
Category 10	Watchman	750-12-870-14-940
Category 11	Gardener	750-12-870-14-940

9. Leave

The holders of the posts mentioned in Rule 3 shall be eligible for leave as applicable to regular employees of the Board of appropriate status.

10. Pension

The holders of the posts mentioned in Rule 3, shall be eligible for pension and Death-cum-Retirement Gratuity as per Tamil Nadu Slum Clearance Board Pension and G.P.F. Rules, 1980.

11. Disciplinary authority

The disciplinary authority for any post to impose minor penalties specified in rule 3 of the Tami Nadu Slum Clearance Board (Disciplinary and appeal) Rules, 1972, shall be the Executive Engineer concerned and to impose major penalties the appointing authority concerned.

12. Appellate Authority

The Appellate authority for any post shall be appellate authorities specified in the Tami Nadu Slum Clearance Board (Disciplinary and Appeal) Rules, 1972.

13. Power to remove difficulties

If any difficulties arises in giving effect to the provisions of these Rules, the matter shall be referred to the Government whose decision shall be final.

14. Saving clause

Nothing contained in these rules shall adversely affect any person who, on the 8th July 1980 has been holding a post in any category included in the work charged establishment services in a temporary capacity.

15. General

In matters in respect of which no provision have been made in these rules, the Special Rules for the Slum Clearance Board Technical Subordinate Service shall apply.

**14. TAMIL NADU SLUM CLEARANCE BOARD
COMMUNITY DEVELOPMENT SERVICE
RULES, 1993.**

(G.O.Ms.No.335, Housing & Urban Development, dated 28th April 1993.)

S.R.O.No.A-70/93.- In exercise of the powers conferred by sub-section (1) of section 12 read with section 70 of the Tamil Nadu Slum Areas (Improvement and Clearance) Act, 1971 (Tamil Nadu Act XI of 1971), the Governor of Tamil Nadu hereby makes the following rules:-

RULES

1. Short title and Commencement:- (a) These rules may be called the Tamil Nadu Slum Clearance Board – Community Development Service Rules, 1993.

(b) They shall come into force on the 28th April 1993.

2. Constitution:- The Service shall consist of the following categories of posts, namely:-

CATEGORY 1	Chief Community Development Officer.
CATEGORY 2	Community Development Officer.
CATEGORY 3	Community Officer

3. Method of appointment:- Appointment to the categories and posts mentioned in column (1) of the Table below shall be made in the manner mentioned in the corresponding categories in column (2), thereof:-

TABLE

Category and name of the post (1)	Method of appointment (2)	
CATEGORY 1 Chief Community Development Officer	(i)	By promotion from category 2; or
	(ii)	By deputation of persons possessing requisite qualification from Government Department or local bodies or autonomous bodies; or
	(iii)	By direct recruitment
CATEGORY 2 Community Development Officer	(i)	By promotion from category 3; or
	(ii)	By deputation of persons possessing requisite qualification from Government Departments or local bodies or autonomous bodies; or
	(iii)	By direct recruitment
CATEGORY 3 Community Officer	(i)	By recruitment by transfer from any other services of the Tamil Nadu Slum Clearance Board ; or
	(ii)	By deputation of persons possessing requisite qualifications from Government Departments or local bodies or autonomous bodies; or
	(iii)	By direct recruitment

4. Appointment authority:- Appointment to the categories specified in column (i) of the Table below shall be made by the authority specified in the corresponding entry in column (2) thereof:-

1. Substituted by G.O.Ms.No.420, Housing & Urban Development, Dated:24th October 2001.

TABLE

Categories	Appointing authority
(1)	(2)
CATEGORIES 1 and 2	The Board
CATEGORY 3	The Chairman

5. Qualification regarding age:- No person shall be eligible for appointment to the categories, by direct recruitment, if he has completed fifty years of age for category 1, forty years of age for category 3 on the date of appointment.

Provided that the said age limit shall not apply to persons belonging to Scheduled Castes and Scheduled Tribes.

6. Special qualifications:- No person shall be appointed to the categories and posts specified in column (1) of the Table below, unless he possess the following qualifications specified in the corresponding entries in column (2), thereof:-

TABLE

Category and name of the post	Qualifications
(1)	(2)
CATEGORY 1 – Chief Community Development Officer	Must possess a Master's degree in Sociology or Social Worker of Psychology of a recognized University or a Post Graduate Diploma in Social Work or Sociology and experience in
CATEGORY 2 – Community Development Officer	Must possess Master's Degree in Sociology or Social Work or Psychology of a recognized University or a Post Graduate in Social Work or Sociology and experience as Community Officer in Tamil Nadu Slum Clearance Board or in the field of Social Service in any department of Government or in a Registered Social Service Organisation for a period of not less than five years.

CATEGORY 3 – Community Officer	Must possess Master’s Degree in Sociology or Social Work or Psychology of a recognized University or a Post Graduate Diploma in Sociology or Social Work or a Degree in any discipline with five years experience in the field of Social Service in any department of Government or in Registered Social Service Organisations.
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7. Probation:- Every person appointed otherwise than an foreign service terms, shall be on probation for a total period of two years on duty within a continuous period of three years:

Provided that it shall not be necessary for persons promoted from the Lower category to the next higher category from the Lower category to the next higher category of the service to undergo probation, except in cases supervisory functions are attached to the categories in which case the person shall be on probation for a total period of one year within a continuous period or years.

8. Reservation of appointments:- The rule of reservations of appointment (Part II – General Rule – 14) shall apply to all categories.

9. Pay:- There shall be paid to every person holding a post in the categories mentioned in column (1) of the Table below, a monthly pay calculated in accordance with the scale specified in the corresponding entries in column (2) thereof:-

TABLE

Category and name of the post	Scale of pay
(1)	(2)
CATEGORY 1 – Chief Community Development Officer	Rs.1,000-60-1,300-70-1,650: Provided that the monthly pay of the person holding the post shall be calculated in the scale of Rs.1,575-90-1,845-100-2,245-110-2,685 from The 1 st October 1984 to the 31 st May 1988 & in the scale of Rs.2,500-75-3,100-100-4,200 with effect from the 1 st June 1988.
CATEGORY 2 – Community Development Officer	Rs.750-50-1,350: Provided that the monthly pay of the person holding the post shall be calculated in the scale of Rs.1,340-75-1,715-90-2,435 from the 1 st October 1984 to the 31 st May 1988 & in the scale of Rs.2,200-75-2,800-100-4,000 with effect from the 1 st June 1988.
CATEGORY 3 – Community Officer	Rs.525-25-675-30-855-35-925: Provided that the monthly pay of the person holding the post shall be calculated in the scale of Rs.905-45-1,445-50-1,545 from the 1 st October 1984 to the 31 st May 1988 & in the scale of Rs. 1,600-50-2,300-60-2,660 with effect from the 1 st June 1988.

¹ [10. **Savings.** Nothing contained in these rules shall adversely affect any person who is holding the post of community Organiser in the Tamil Nadu Slum Clearance Board on the 20th August 1987 and thereafter.]

1. Substituted by G.O.MS.No.62 Housing & Urban Development, dated 2nd February 2001.