

Chapter III

GENERAL CONDITIONS OF SERVICE

FR. 12 nos. – FR.8 – FR.19

SR. 10 nos. – SR.5 – SR 14

FR.8 – Appointment and category of posts.

Appointment

Temporary	Officiating (FR. 7. (16))	Substantive
Emergency appointment pending recommendation of MPSC, 3(f) appointment for a short period of 3 or 4 months.	Performing duties of a post (maybe permanent or officiating post) before confirmation in that post.	When confirmed against a permanent post.

Category of Post

Temporary FR. 7 (24)	Permanent FR. 7(18)	Tenure FR. 7(25)
May be retained or may not be retained at the end of 31 st March.	<ul style="list-style-type: none">• Permanently retained.• May be abolished and Compensation Pension may be given to a person holding a permanent post and depending on the circumstances in which the post was abolished	E.g. Governor, Chairman. MPSC.

General conditions of service:

1. Conditions of health – FR 8 - must be medically fit before being appointed substantively to a permanent post.
Note:- also required for temporary appointment.
Exception:- SR 7 – Exemption to produce Fitness Certificate due to nature of recruitment.
2. Conditions of Age:- Age should be as per SR 6 on the first day of the recruitment year. Date of birth should be recorded in service book.
3. Whole time of Govt. Servant – FR 9.
4. One permanent post against one person can be appointed substantively (has been confirmed in one post) FR. 10.
5. Lien
6. Right of the Govt. to transfer a Govt. servant – FR. 16.
7. Should subscribe to a provident fund(GPF/CPF, etc) – FR. 17.
8. Draw pay w.e.f. the day he assumes duties of that post and ceases when he ceases to discharge those duties – FR 18.
9. Headquarter of a Govt. Servant - SR. 9.
10. Should not remain absent for more than five years- FR. 19.

Lien:-

FR 7 (11) – Definition – title / right / ownership

FR. 11 – Acquisition of Lien on substantive appointment

FR. 12 – Retention of Lien.

FR. 13 – Suspension of Lien.

FR. 14 – Termination of Lien.

FR. 15 – Transfer of Lien.

Note :- one cannot be substantively appointed to a temporary post.

FR. 12. Retention of Lien:-

1. When performing the duties of that post.
2. Even if not performing the duties of that post in the following cases:-
 - a. On foreign service.
 - b. On temporary appointment elsewhere.
 - c. On joining time.
 - d. On leave.
 - e. On suspension.

FR. 13. Suspend

1. Compulsory: when appointed to a tenure post.
2. optional
 - (a) on foreign service
 - (b) when officiating in a post belonging to another cadre and in both cases there is reason to believe that the Govt. servant is to be absent for more than 3 years.
