TEXTILES COMMITTEE'S EMPLOYEES (CONDITIONS OF SERVICE) REGULATIONS, 1971.

In exercise of the powers conferred by Section 23(2)(c) of the Textiles Committee Act 1963 (No.41 of 1963) the Textiles Committee hereby makes with the previous sanction of the Central Government the following regulations, namely:

1. **Short Title :** These regulations may be called the Textiles Committee Employees (Conditions of Service) Regulations, 1971.

2. **Application:** These regulations shall apply to all employees of the Textiles Committee.

3. **Defination:** In these regulations, unless the context otherwise required:

   (a) **"Act"** means the Textiles Committee Act 1963 (No.41 of 1963.)

   (b) **"Appointing Authority"** in relation to a post means the authority empowered to appoint a person to that post.

   (c) **"Employee"** means any person appointed under Section 9 of the act.

   (d) **"Secretary"** means the Secretary of the Committee appointed under Section 9(1) of the Act.

   (e) All words and expressions used but not defined in these regulations and defined in the Act shall have the meanings respectively assigned to them in the Act.

4. **Certificate of Health:**

   (i) A medical certificate of fitness shall be required from every person prior to his initial appointment in the Committee's service. The class of medical officers from whom certificates of fitness should be obtained shall be as follows:

   (a) Employees in posts carrying scales of pay with a maximum of above Rs.9000/- } A medical Board.

   In the case of a female candidate the Medical Board should include a woman doctor possessing medical qualification included in one of the schedules of the Indian Medical Council Act, 1956 (102 of 1956) as one of its members.

   (b) Employees in posts carrying scales of pay with a maximum of Rs.7000/- and above upto Rs.9000/- Medical equivalent } A Civil Surgeon or District Medical Officer or a officer of Status.

In the case of a female candidate the medical certificate should be signed by a registered female medical practitioner possessing a medical qualification included in one of the schedules to the Indian Medical Council Act, 1956 (102 of 1956).

(c)	Employees in posts carrying Medical scales of pay the maximum of which is less than Rs.7000/-	} } } }	A Government Officer of the nearest dispensary or hospital possessing a medical qualification included in one of the schedules to the Indian Medical Council Act, 1956 (102 of 1956)

(ii) The appointing authority may in special cases waive or postpone the condition regarding production of certificate of fitness if it deems it necessary to do so in the interest of the work of the committee.

Note: The Committee shall bear the expenses of medical examination.

5. **Scale of an employee's service:**

Unless in any case it be otherwise distinctly provided the whole time of an employee shall be at the disposal of the Committee and he may be employed in any manner required by proper authority without claim for additional remuneration.

6. **Liability for transfer:**

Employees shall be liable to be transferred to any place in India at the discretion of the Secretary.

7. **Working hours and holidays :**

The Committee may fix the working hours and holidays for its employees. These may be different for different employees or class of employees or different stations. The Committee may, in the interests of its work, vary the working hours as and when necessary.

8. **Probation:**

All initial appointments in the service of the Committee will be made on probation for the periods indicated below:

Appointments to posts carrying scales of pay with a maximum of above Rs. 9000/-	} }	Two Years.
Appointments to other posts	:	Six months

These periods may be extended or curtailed at the discretion of the appointing authority.

9. **Termination of service :**

(a) During the probationary period :

The services of an employee may be terminated by the appointing authority at any time without notice.

(b) During temporary service:

After the completion of the probationary period but before completion of 5 years, the services of a temporary employee, may be terminated by the appointing authority on one month's notice on either side and thereafter on three months notice on either side.

(c) During permanent service :

When the services of the permanent employee are terminated due to reduction of establishment , he shall be given three months notice.

(d) In both cases referred to in clauses (b) and (c), the appointing authority, however, shall have the right of terminating the services of an employee forthwith or before the expiration of the period of notice and on such termination the employee shall be entitled to claim a sum equivalent to the pay and allowances for the period of notice or the unexpired portion thereof at the same rates at which he was drawing them immediately before the termination of his services,

9. A **Permanent Service :**

(I) Permanent appointments to posts may be made on the basis of seniority - cum -fitness after obtaining the recommendations of the appropriate Departmental Promotion Committee.

(ii) As among permanent employees in a cadre termination of services, consequent on reduction of post or posts therein, shall ordinarily take place in the order of juniority.

(iii) Except as a disciplinary measure or on account of being declared physically or mentally unfit for continuance in service by a medical authority approved by the Committee, the services of a permanent employee in a cadre shall not be liable to termination so long as a post in that cadre is held by any other employee in a temporary or officiating capacity.

(iv) A permanent employee may resign his post by a notice of not less than three months in writing given by him to the Secretary :

Provided that the resignation of a permanent employee under suspension may not normally be accepted save in cases in which the appointing authority is satisfied that it would be expedient to accept the resignation having regard inter alia to the nature of the alleged charges the quantum

of evidence against the employee and the probable expenditure to the Committee on account of departmental proceedings.

10. **Pay and Allowances :**

(I) General :

The fundamental and supplementary rules of the Central Government and the executive orders, decisions etc., issued thereunder from time to time in regard to entitlement of pay and allowances of Central Government Servants shall apply to the employees of the Committee of corresponding grades or pay subject to the variations in paras (ii) and (iii) below:

Note: Posts in the Committee carrying scales of pay the maximum of which is not less than Rs.13500/- will be treated as corresponding to Class I posts under the Central Government for purposes of fixation of pay on promotion.

(ii) Pay on initial appointment :

The pay of a person on his initial appointment to a post in the Committee may be fixed by appointing authority at a state higher than the minimum of the time scale of pay of the post on the recommendation of the selection committee for the appointment.

(iii) Fixation of pay on promotion or appointment to other posts :

Temporary employees who have completed three years continuos service in a particular grade shall be deemed as permanent therein for the limited purpose of fixation of pay in any other post.

(iv) Travelling Allowance - Conveyance Hire :

For journeys on duty within a radius of 8 Kms of Headquarters, the maximum amount of taxi hire or conveyance hire reimbursable in any one month shall be the same as admissible to the Central Government Employees from time to time under the Supplementary Rules.

11. **Leave and Leave salary:**

The revised leave rules 1933 of the Central Government will be applicable to the employees of the Committee in regard to the ordinary kinds of leave except that leave salary would be admissible at the rate of pay drawn on the day prior to the commencement of leave in cases of earned leave and commuted leave and half of such rate in cases of half pay leave. As regards special kinds of leave and other conditions regarding grant of leave the fundamental and supplementary rules of the Central Government and the orders, decisions, etc., issued thereunder from time to time shall apply to the employees of the Committee.

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12. **Advances :**

Subject to the modifications indicated below employees of the Committee will be Beligible to draw the various kinds of interest-free advances, for building houses and advances for purchase of conveyances admissible to Central Government employees of corresponding grades or pay under the provisions of the General Financial Rules.

The modifications are :

(I) Advance for purchase of motor vehicle admissible to the employees of the Textiles Committee shall be the same as are admissible to the Central Government employees, from time to time, under the rules of the Central Government governing Motor Vehicle advance for its employees.

(ii) Applicants for advances may furnish surety bonds where necessary from permanent Government servants of comparable or higher status or from employees of the Committee of comparable or higher status who have completed five years service under the Committee.

(iii) The condition regarding production of surety bond may be waived in the following cases :

(a) Short-term advance : i.e. advances recoverable in not more than four instalments.

(b) Advances of travelling allowance in respect of transfers and tours and

(c) other advances to employees who have completed the probationary period.

(d) Long term advances :

Advances to employees who have completed 5 years service under the Committee and in whose cases the Committee's contribution to their provident Fund and interest thereon are adequate to cover the amount applied for.

13. **Maximum Age :**

The rules and orders issued by the Government of India in respect of the Central Government Employees regarding maximum retirement age shall apply, mutatis mutandis, to the employees of the Committee also.

Notwithstanding anything contained in the above, in order to assess, the suitability of the Committee's employees of their continued retention in service an annual review will be conducted in the case of officers after they attain the age of 50 years and in case of other employees after they attain the age of 55 years by an appropriate Departmental Promotion Committee. If as a result of such a review, it is proposed to retire any officer before he/she has attained the superannuation age, a notice of less than 3 months or pay and allowance in lieu of such notice may be given.

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FOOT -NOTE.

Principal Regulations Published in Part-III Section 4 of the Gazette of India dated 26.6.1971.

Corrigendum Published in Part III Section 4 of the Gazette of India dated 15-1-1972

Subsequent Amendment Published in Part III Section 4 of the Gazette of India dtd. 26.2.1972

Amendment Published in Part-III Section 4 of the Gazette of India dated 6.1.1973

Amendment Published in Part-III Section 4 of the Gazette of India dated 12.7.1975.

Amendment Published in Part-III Section 4 of the Gazette of India dated 13.9.1975.

Amendment Published in Part-III Section 4 of the Gazette of India dated 11.9.1976

Amendment Published in Part-III Section 4 of the Gazette of India dated 28,5,1977.

Amendment Published in Part-III Section 4 of the Gazette of India dated 22.9.1979.

Amendment Published in Part-III Section 4 of the Gazette of India dated 20.11.1986.

Amendment Published in Part-III Section 4 of the Gazette of India dated 11.3.1989.

Amendment Published in Part-III Section 4 of the Gazette of India dated 04.08.1990.

Amendment Published in Part-II Section 4 of the Gazette of India dated 07.09.1998.

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