

RAJASTHAN SERVICE RULES

NEW FIXED REMUNERATION RULES FOR PROBATIONER TRAINEE



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Probationer-Trainee

- A Person appointed through direct recruitment against a clear vacancy in the cadre of service and placed under training on fixed remuneration for a period of 2 Years or extended period, if any.

-Rule 7(30A)

**(Finance (Rules) Department Notification
No.F.1(2)FD/Rules/2006 dated 13-03-2006)**



Probationer-Trainee

- Provided further that the Government may specify the posts higher than the entry post of the State Service where direct recruitment is permissible as per the provisions of relevant State Service Rules and where besides academic and professional qualifications specific experience condition is also prescribed, on which the appointment will be made on 'probation' for a period of 1 year instead of as 'probationer trainee.'
- Rule 8 proviso**

**(Finance (Rules) Department Notification
No.F.12(6)FD/Rules/2005 dated 23 September 2014)**



What is PAY?

- The amount drawn monthly by a Government Servant as
 - Pay
 - Special Pay and Personal Pay
 - Any other emoluments which may be classed as pay by the Governor

Rule 7(24)(i)(ii) and (iii) of RSR

**Amount of Fixed Remuneration per
month for Probationer-Trainee from
1 July 2015**

Schedule IV Rule 21

**Rajasthan Civil Services (Revised Pay) Rules
2008**

**Entry Pay in the Running Pay Bands and Grade Pays
for direct recruits on satisfactory completion of
probation period from 1 September 2014**

Schedule V Rule 22

**Rajasthan Civil Services (Revised Pay) Rules
2008**



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: -PB-1

5200-20200 Grade Pay No. 2 ₹ 1700

Fixed Remuneration ₹ 6670

Revised Pay in Running Pay Band ₹ 5200

Pay after completion of 2 Years ₹ 6900 (D.R.)

Pay Band: -PB-1

5200-20200 Grade Pay No. 2 ₹ 1750

Fixed Remuneration ₹ 7000

Revised Pay in Running Pay Band ₹ 5250

Pay after completion of 2 Years ₹ 7000 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: -PB-1

5200 -20200 Grade Pay No. 4 ₹ 1900

Fixed Remuneration ₹ 7400

Revised Pay in Running Pay Band ₹ 5680

Pay after completion of 2 Years ₹ 7580 (D.R.)

Pay Band: PB-1

5200-20200 Grade Pay No. 5 ₹ 2000

Fixed Remuneration ₹ 7790

Revised Pay in Running Pay Band ₹ 5960

Pay after completion of 2 Years ₹ 7960 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: -PB-1

5200 -20200 Grade Pay No. 9 ₹ 2400

Fixed Remuneration ₹ 8910

Revised Pay in Running Pay Band ₹ 7440

Pay after completion of 2 Years ₹ 9840 (D.R.)

Pay Band: PB-1

5200-20200 Grade Pay No. 10 ₹ 2800

Fixed Remuneration ₹ 11820

Revised Pay in Running Pay Band ₹ 8370

Pay after completion of 2 Years ₹ 11170 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-2

9300-34800 Grade Pay No. 11 ₹ 3600

Fixed Remuneration ₹ 13200

Revised Pay in Running Pay Band ₹ 9300

Pay after completion of 2 Years ₹ 12900 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-2

9300-34800 Grade Pay No. 12 ₹ 4200

Fixed Remuneration ₹ 14660

Revised Pay in Running Pay Band ₹ 10230

Pay after completion of 2 Years ₹ 14430 (D.R.)

Pay Band: PB-2

9300-34800 Grade Pay No. 14 ₹ 4800

Fixed Remuneration ₹ 17230

Revised Pay in Running Pay Band ₹ 13950

Pay after completion of 2 Years ₹ 18750 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-3

15600-39100 Grade Pay No. 15 ₹ 5400

Fixed Remuneration ₹ 22180

Revised Pay in Running Pay Band ₹ 15600

Pay after completion of 2 Years ₹ 21000 (D.R.)

Pay Band: PB-3

15600-39100 Grade Pay No. 16 ₹ 6000

Fixed Remuneration ₹ 24030

Revised Pay in Running Pay Band ₹ 16740

Pay after completion of 2 Years ₹ 22740 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-3

15600-39100 Grade Pay No. 17 ₹ 6600

Fixed Remuneration ₹ 26670

Revised Pay in Running Pay Band ₹ 18600

Pay after completion of 2 Years ₹ 25200 (D.R.)

Pay Band: PB-3

15600-39100 Grade Pay No. 18 ₹ 6800

Fixed Remuneration ₹ 28120

Revised Pay in Running Pay Band ₹ 19810

Pay after completion of 2 Years ₹ 26610 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-3

15600-39100 Grade Pay No. 19 ₹ 7200

Fixed Remuneration ₹ 29840

Revised Pay in Running Pay Band ₹ 21020

Pay after completion of 2 Years ₹ 28220 (D.R.)

Pay Band: PB-3

15600-39100 Grade Pay No. 20 ₹ 7600

Fixed Remuneration ₹ 31620

Revised Pay in Running Pay Band ₹ 22320

Pay after completion of 2 Years ₹ 29920 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-3

15600-39100 Grade Pay No. 21 ₹ 8200

Fixed Remuneration ₹ 35180

Revised Pay in Running Pay Band ₹ 25110

Pay after completion of 2 Years ₹ 33310 (D.R.)

Pay Band: PB-4

37400-67000 Grade Pay No. 22 ₹ 8700

Fixed Remuneration ₹ 48710

Revised Pay in Running Pay Band ₹ 37400

Pay after completion of 2 Years ₹ 46100 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-4

37400-67000 Grade Pay No. 23 ₹ 8900

Fixed Remuneration ₹ 51350

Revised Pay in Running Pay Band ₹ 39690

Pay after completion of 2 Years ₹ 48590 (D.R.)

Pay Band: PB-4

37400-67000 Grade Pay No. 23A ₹ 9500

Fixed Remuneration ₹ 54120

Revised Pay in Running Pay Band ₹ 44100

Pay after completion of 2 Years ₹ 53600 (D.R.)



Entry Pay in the Running Pay Bands and Grade Pays for direct recruits from 1 July 2015

Pay Band: PB-4

37400-67000 Grade Pay No. 24 ₹ 10000

Fixed Remuneration ₹ 57820

Revised Pay in Running Pay Band ₹ 44700

Pay after completion of 2 Years ₹ 54700 (D.R.)



Illustration

Pay Band: PB-2

9300-34800 Grade Pay (No. 14) ₹ 4800

For 2 Years:

Fixed Remuneration ₹ 17230 (Rule 21)

After completion of probation period of 2 Years:

Pay in the Running Pay Band: ₹ 13950

We can calculate total pay-

₹ 13950 (Pay)

₹ 4800 (Grade Pay)

₹ 18750 Total Pay (Rule 22)



Probationer-Trainee

- **All appointments in Government service on or after 20-1-2006 shall be made as a Probationer-Trainee for a period of 2 Years (Rule 8 A)**
- **The Probationer-trainee is entitled only to fixed remuneration.**
- **He/she is not entitled to Special Allowance, City Compensatory Allowance, Non-Practicing Allowance, Non-Clinical Allowance, Mess Allowance, Washing Allowance or any other allowance(s) called by whatever name.**



Probationer-Trainee

- **No TA is admissible for joining as a probationer-trainee. In case, journey on duty, he/she shall be allowed TA as on tour and in case of transfer, only Mileage Allowance and incidental charges on the basis of fixed remuneration is admissible. In case of transfer, only the actual period required for travel is treated as on duty.**
- **No deduction towards GPF and State Insurance is made from the fixed remuneration.**



Probationer-Trainee

- A probationer-trainee is eligible for Casual leave of **12 days** in a calendar year and for a period of less than a calendar year, it is admissible in proportion on the basis of the completed months.
- He/She shall earn no leave during the period of probation -Rule 122A (i)
- No other leave is allowed except C.L. during probation period.



Probationer-Trainee

Leave during Probation Period

- Extra-ordinary leave upto 3 months may be sanctioned by the appointing authority to a probationer-trainees during the entire period of probation training.

(Order No. F.1(2)FD/Rules/06 Pt.I Dated 22-5-2009.



Probationer-Trainee

- **Extraordinary leave upto 3 months**
 - Appointing Authority – competent authority
- **Extraordinary leave beyond 3 months but period not more than 1 Year.**
 - Appointing Authority with the approval of Administrative Department
 - **Extraordinary leave beyond 1 Year in exceptional and unavoidable circumstances**
 - Appointing Authority with the prior approval of Department of Personnel and Finance Department

No. F.1(2)FD/Rules/06 Pt.I Dated 11 June 2014.



Probationer-Trainee

Extension of Probation Period

- Where extraordinary leave is taken for a period exceeding 1 month, the probation period will be extended for the period of extra-ordinary leave taken beyond 1 month.



Probationer-Trainee

- **Special Casual Leave is allowed to Teachers on probation for academic work from the session 2011-2012 as per F.1(1)FD/Rules/2012 dated 14 February 2012.**



Probationer-Trainee

- **An existing employee already in regular service shall have an option to opt either for the 'fixed remuneration' or the pay in running pay band and grade pay (not the scale of his/her new appointment), whichever is beneficial to him/her while he/she is under probation.**
- **After successful completion of probation period, pay may be fixed as per the rules where such a Government Servant will get due advantage of being in a regular pay scale earlier, and will get due protection of his/her pay.**



Probationer-Trainee

- After successful completion of probation training he/she will be allowed minimum pay in the pay scale of the post and the period of probation training shall not count for grant of annual grade increments.
- After successful completion of probation training his/her pay shall be fixed under the provisions of Rule 24 (1) Proviso to RSR.

Finance (Rules) Department, Rajasthan Notification No. F.1(2)FD/Rules/2006 dated 13-03-2006)



Probationer-Trainee

- **Period of probation may be extended or services of a probationer-trainee may be terminated in case services are unsatisfactory. (DoP Circular No. F.7(2)DoP-II/2005 dated 26-4-2011.)**



Probationer-Trainee

- Where recruitment process was completed and appointment orders were issued prior to 20-1-2006 except to some of the selectees because of stay orders of court of any other justified reasons, appointments of such remaining selectees will be governed under the provisions of the various rules in force prior to 20 January 2006.

Finance (Rules) Department Notification No. F.1(2)FD/Rules/2006 dated 13-02-2007)



Probationer-Trainee

- He/she is not eligible for grant of *ad hoc* bonus and uniform/liveries except wearing of uniform is a legal compulsion under the rules .
- Probationer-Trainee is entitled to get subsistence allowance during suspension as per FD Order No. F.1(3)Finance (Rules)/2003 dated 29 April 2011.
- He/She shall not earn annual grade increments for the period of probation training (Rule 27C)

FD Order No. F.1(2)FD/Rules/06/Part-I dated 22.5.2009



Probationer-Trainee

- **Female probationer-trainee shall be granted maternity leave as per Rule 103 and 104 of RSR.**
- **Paternity Leave is admissible to a male probationer-trainee for 15 days as per Rule 103(A) of RSR w.e.f. 15 February 2012)**
- **Treated as Regular appointment. Probation period shall be counted for promotion and ACP. F.7(2)Karmik/Ka-2/2005 dated 26-4-2011**



Probationer-Trainee

- **Provisions of medi-claim Insurance coverage shall be applicable to the probationer- trainee [FD Order No. F.6(6)FD(Rules)/2005 dated 13-03-2006]**
- **The provisions of grant of 'senior scale' and 'selection scale' shall not be applicable to the Government Servants appointed on or after 20-1-2006**



Probationer-Trainee

- **Probationer-Trainee is entitled to get Government Accommodation. (Order No. F.35(12)GAD/06 Dated 30-8-2006) under Rajasthan Civil Services (Allotment of Residential Accommodation) Rules, 1958.**
- **No deputation allowance is admissible to a probationer-trainee, if deputed to 'foreign service' for training etc.**



Probationer-Trainee

- **Provisions of Rajasthan Civil Services (Contributory Pension) Rules, 2005 shall be applicable to Probationer Trainee appointed on fixed remuneration (Rule 2(f) of Rules)**
- **Travelling Allowance/Daily Allowance may be granted under Annexure-IV of Rajasthan Civil Services (Revised Pay) Rules, 2008.**



Probationer-Trainee

- **Provisions of Selection grades for employees in Class IV, Ministerial and Subordinate Services and those holding isolated posts shall not be applicable to the Government Servants who are appointed through direct recruitment on or after 20-1-2006.**

[FD Order No. F.16(6)FD(Rules)/98 dated 13-03-2006]



Probationer-Trainee

- The provisions of Rajasthan Civil Services (Joining Time) Rules, 1981 shall not be applicable and actual period required for travel will be treated as on duty. After 3 years regular service, joining time and pay during joining time is allowed.

Vide, FD Order No. F.12(6)FD(Rules)/05 dated 21 August 2007



Probationer-Trainee

Questions

In case of Probationer Trainee already in regular service of State Government opting existing pay in his/her own pay scale of the previous post:

Finance Department Order No. F.12(5)FD(Rules)/06 Dated 30-8-2006



Probationer-Trainee

Whether he/she is entitled to avail his/her due leave of his/her previous post during the 2 Years period of probationer trainee?

Answer: Competent Authority may decide whether he/she is entitled to avail his due leave of his/her previous post during the 2 years period of probationer trainee.



Probationer-Trainee

Whether he/she is entitled to earn regular leave as provided in RSR during the period he/she remains as probationer trainee?

Answer: As provided in Rule 122-A he/she shall not earn regular leave.



Probationer-Trainee

Whether the CL already availed will have any effect on the entitlement of leave during probationer trainee period?

Answer: As per Notification No. F.12(6)FD (Rules) 2005 dated 13-3-2006, a probationer trainee shall be eligible for CL of 12 days in a calendar year and for a period of less than a calendar it shall be admissible in proportion on the basis of completed months. As such he/she shall be allowed 12 days CL in a calendar year and in case of less than calendar year it shall be admissible proportionately. CL availed prior to joining as a probationer trainee shall not affect this provision.



Probationer-Trainee

Will he/she be entitled to his/her due increments in existing scale during probationer trainee period?

Answer: A probationer trainee who was already in regular Government service is entitled to increments in the existing pay scales during the period of probation, if he/she opts the existing pay scale of the old service.



Probationer-Trainee

If he/she is not entitled for increments during the period of probationer trainee will he/she be fixed under Rule 26(1) after notional increments of probationer trainee period on completion of 2 years period?

Answer: A probationer trainee who was already in regular Government service is entitled to increments in the existing pay scales during the period of probationers trainees if he/she opts the existing pay scale of the old service.



Probationer-Trainee

Will he/she be entitled to House Rent Allowance? If yes, at what rates? i.e. The rates of the place where working or the place where he was earlier posted?

Answer: In case where a probationer trainee was already in regular Government service and opts his/her existing pay scale (of old post) shall be entitled to HRA at the rates of places of posting. In case if he/she is posted as probationer-trainee in Jaipur then he/she will be entitled to HRA at the rates of Jaipur.



Probationer-Trainee

Will he/she be entitled to Joining time and joining time pay on joining the State Service? If yes, how will the Sunday before joining be treated?

Answer: In case regular Government servants who have completed 3 years service, joining Government service as probationer trainee he/she will be entitled to joining time and joining time pay and those who have not completed regular service of 3 years will be entitled to only joining time and not joining time pay.



Probationer-Trainee

Position of an old Government Servant after getting RPSC selection in higher pay scale on or after 20-1-2006?

Answer: May opt either old pay scale or fixed remuneration which ever is beneficial to him/her. After successful completion of probation, fixation as per RSR 26(1) in pay scale of new post.



Probationer-Trainee

Questions

**In case of Government Servants appointed on or after
1-1-2004 on Contributory Pension Scheme**



Probationer-Trainee

Whether Government Servants already in service appointed to other services by direct recruitment shall continue to be governed by the existing Pension Rules?

Answer: Yes.



Probationer-Trainee

Whether any benefit of counting past services for pension would be admissible to those who join Government Service on or after 1-1-2004 from Autonomous Bodies, Public Sector Undertakings etc., as provided in Appendix IX of existing pension rules?

Answer: No.



Probationer-Trainee

In case of death while in service, whether any family pension and death gratuity is payable?

Answer: No. But those appointed prior to 1-1-2004 will be entitled to Family Pension and DCRG.



Probationer-Trainee

Whether the employees covered under Medicaid shall be entitled to reimbursement of expenses in the outdoor treatment?

Answer: No.



Probationer-Trainee

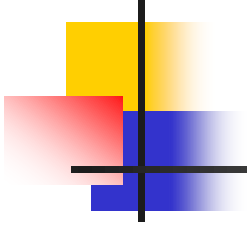
यदि नियुक्तिकर्ता प्राधिकारी को परीवीक्षा की कालावधि के दौरान या उसकी समाप्ति पर किसी भी समय यह प्रतीत हो कि परीवीक्षाधीन प्रशिक्षणार्थी की सेवाएं सन्तोषप्रद नहीं पायी गयी है तो नियुक्ति प्राधिकारी उसे उस पद पद प्रतिवर्तित कर सकेगा के वह परीवीक्षाधीन प्रशिक्षणार्थी के रूप से उसकी नियुक्ति से ठीक पूर्व नियमित रूप से चयनित किया गया हो या अन्य मामलों में सेवोन्मुक्त कर सकेगा या उसकी सेवा समाप्त कर सकेगा।



Probationer-Trainee

नियुक्तिकर्ता प्राधिकारी इस संबंध में अन्तिम आदेश पारित करने से पूर्व परीवीक्षाधीन प्रशिक्षणार्थी को समुचित अवसर प्रदान करेगा। परन्तु नियुक्तिकर्ता प्राधिकारी किसी भी मामले में या मामलों के किसी वर्ग में यदि उचित समझे तो किसी परीवीक्षाधीन प्रशिक्षणार्थी के परीवीक्षाकाल को एक वर्ष से अनधिक को विनिर्दिष्ट कालावधि के लिये बढ़ा सकेगा।

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Thanks