309. Recruitment and Conditions of Service of Persons Serving the Union or State -

Subject to the provisions of this Constitution, Acts of the appropriate Legislature may regulate the recruitment, and conditions of service of persons appointed, to public services and posts in connection with the affairs of the Union or of any State:

Provided that it shall be competent for the President or such person as he may direct in the case of services and posts in connection with the affairs of the Union, and for the Governor of a State or such person as he may direct in the case of services and posts in connection with the affairs of the State, to make rules regulating the recruitment, and the conditions of service of persons appointed, to such services and posts until provision in that behalf is made by or under an Act of the appropriate Legislature under this article, and any rules so made shall have effect subject to the provisions of any such Act.

310. Tenure of Office of Persons Serving the Union or State -

(1) Except as expressly provided by this Constitution, every person who is a member of a defence service or of a civil service of the Union or of an all-India service or holds any post connected with defence or any civil post under the Union, holds office during the pleasure of the President, and every person who is a member of a civil service of a State or holds any civil post under a State holds office during the pleasure of the Governor of the State.

(2) Notwithstanding that a person holding a civil post under the Union or a State holds office during the pleasure of the President or, as the case may be, of the Governor of the State,
any contract under which a person, not being a member of a
defence service or of an all-India service or of a civil service
of the Union or a State, is appointed under this Constitution
to hold such a post may, if the President or the Governor, as
the case may be, deems it necessary in order to secure the
services of a person having special qualifications, provide for
the payment to him of compensation, if before the expiration of
an agreed period that post is abolished or he is, for reasons
not connected with any misconduct on his part, required to
vacate that post.

311. Dismissal, Removal or Reduction in Rank of Persons
Employed in Civil Capacities Under the Union or a State -

(1) No person who is a member of a civil service of the
Union or an all-India service or a civil service of a State or
holds a civil post under the Union or a State shall be dismissed
or removed by an authority subordinate to that by which he was
appointed.

(2) No such person as aforesaid shall be dismissed or
removed or reduced in rank except after an inquiry in which he
has been informed of the charges against him and given a
reasonable opportunity of being heard in respect of those charges.

Provided that where it is proposed after such inquiry, to
impose upon him any such penalty, such penalty may be imposed on
the basis of the evidence adduced during such inquiry and it
shall not be necessary to give such person any opportunity of
making representation on the penalty proposed:

Provided further that this clause shall not apply—
(a) where a person is dismissed or removed or reduced in rank
on the ground of conduct which has led to his conviction on a
criminal charge; or
(b) where the authority empowered to dismiss or remove a person or to reduce him in rank is satisfied that for some reason, to be recorded by that authority in writing, it is not reasonably practicable to hold such inquiry; or

(c) where the President or the Governor, as the case may be, is satisfied that in the interest of the security of the State it is not expedient to hold such inquiry.

(3) If, in respect of any such person as aforesaid, a question arises whether it is reasonably practicable to hold such inquiry as is referred to in clause (2), the decision thereon of the authority empowered to dismiss or remove such person or to reduce him in rank shall be final.