In 1874, when Assam was separated from Bengal, for maintaining a high standard of qualification and for ensuring uniformity, all first appointments to the Engineering service were made by the Government of India. No appointment with a salary of more than £15. 280 a month was made by the Local Administration without the sanction of the Government of India. In other words, all appointments with a salary of £15. 280 and more a month were made by the Local Government with the previous sanction of the Government of India. All other appointments were made by the Local Government without the previous sanction of the Government of India.¹ During the period 1874 to 1920, no definite procedure was observed in making appointments to the Engineering service. Application were called for, and on the basis of qualifications appointments were made by the appointing authority.

In 1920, the Imperial Engineering Service was replaced by the Indian service of Engineers. The Secretary of state for India was the recruiting authority to this service. In making appoint-

¹ The Assam Gazette, 1874, Part-II, Notification No. 1868-83 E.G.
ments to this service, the secretary of state had to act on
the advice of a selection committee consisting of some three
members including at least one eminent representative of the
Engineering profession. For this service, the candidates had to
apply in the prescribed form. It must reach the India office
not later than 1st August of the year. The selection Committee
selected the candidates from among the applications. The
selected candidates had to undergo the training on works in
India for a period of at least one year. During this period the
trainees were placed on probation and their final appointment
was made depending upon the result of such probation. 2 In 1920
Provincial Engineering Service was replaced by the Assam
Engineering service. Appointment to this service was made by
the Governor-in-council either by promotion from the Assam
Subordinate Engineering service or by direct recruitment through
open competition after consulting a permanent Board of selection.

The Board of selection consisted of the Chief Engineer,
the Director of Public Instruction, Assam and four non-official
members to be nominated by the Governor. The Chief Engineer was
the President of the Board. A candidate for direct recruitment
to this service had to submit his application in duplicate, in

2. The Assam Gazettee, 1924, Part-III, Notification No. 20
Estt.
the prescribed form (See Appendix X).

The Board of selection met at such time and place as directed by the Governor-in-Council. The Governor-in-Council placed before the Board, a list of candidates with the copies of their applications and informed the Board of the total number of appointments that were to be made. Further, the Governor-in-Council, with a view to securing a fair share of appointments to each of the principal communities of the province, indicated the number of appointments to be allotted to any community and directed the Board to submit their recommendations accordingly.

On the date fixed, the Board interviewed personally the candidates selected by it. The president ascertained the opinion of each member of the Board and submitted a full report to the Governor-in-Council embodying the recommendations of the Board, along with the applications of the candidates.

The Governor-in-Council appointed the candidates selected for the purpose. 3

After the introduction of Provincial Autonomy a new procedure was adopted for the recruitment of candidates. In

1938, appointments to the Assam Engineering service Class I & II were made by the Governor-in-collaboration with the Assam Public Service Commission. Appointment to Class I Service was made by the Governor in two ways:

(i) by promotion of selected officers of the Assam Engineering service Class II;

(ii) by direct recruitment of Engineers holding exceptionally good Engineering degrees from recognised Foreign Universities. (See Appendix VI).

Appointment to Class II service was also made by the Governor in two ways:

(i) by direct recruitment of passed B.E. students of the Indian Universities who had completed the prescribed period of practical training.

(ii) by direct recruitment of qualified Engineers holding B.E. or its equivalent degrees.4 (See Appendix VI).

In 1941, little changes were made in the appointment to Class I service by direct recruitment by recognising the B.E. degrees of the Indian Universities obtaining at least 60 per cent out of the aggregate marks (See Appendix VIII).

In case of appointment to Class II service B.E. degree or its equivalent degrees of foreign as well as Indian Universities was recognised. Further, in the case of promotion to Class II service from the subordinate Engineering service, a selective list was prepared for the purpose in consultation with the Assam Public Service Commission. Candidates were selected from the list for appointment. Procedure continued up to 1978.

In 1978, the following procedure was prescribed for recruitment to Class I and Class II services. Recruitment to Class II service was direct on the basis of selection made by the Commission and by promotion.

Direct recruitment:

Before the end of each year the Government made an assessment regarding the likely number of vacancies to be filled up by direct recruitment in the next year and intimated the same to the Commission together with the details about reservation for candidates belonging to the Scheduled Castes, the Scheduled Tribes, or any other category determined by the Government. The Government simultaneously requested the Commission to recommend

5. The Assam Gazette, 1941, Part-IIA, Notification No. 212 Estt.
a list of candidates for direct recruitment in order of preference.

The Commission made the selection in accordance with the schemes of selection prescribed by the Government. The Commission could hold such tests or interviews and undertake scrutiny of unpublished articles or thesis of the candidates, if any, and the certificates and other documents, as may be considered necessary.

The Commission furnished Government with a list of candidates recommended by it in order of preference found suitable for direct recruitment. The number of candidates in such a list may be approximately double the number of vacancies.

The list was valid for 12 calendar months from the date of recommendation. Within this time limit, the appointing authority made the appointments.

Recruitment to Class II service was also made by promotion in the manner which is described under the heading promotion.

Recruitment to Class I (Selection grade) and Class I (ordinary grade) was made by promotion only in the manner given under the heading promotion. However, the Government could for
good and sufficient reasons fill up any of the posts in Class I (senior grade) for specialised investigation, design and research posts temporarily or on tenure by transfer or deputation from outside the service, if it is satisfied that there is no suitable officer in the service available for filling the vacancy. 6

This procedure of recruitment in the Assam Engineering is still in vogue.

Subordinate Engineering Service:

In 1874, there were upper and lower subordinates in the P.W.D. The lower subordinates were recruited by the local Government. In case of upper subordinates although local Government was the recruiting authority yet reference had to be made to the Government of India. 7

During the period from 1874 to 1918 no definite procedure was laid down for the recruitment of upper and lower subordinates.

In 1918, the following procedure was prescribed for the recruitment of upper and lower subordinates:

All fresh candidates for the subordinate service were not made permanent until they had completed two years service.

The upper subordinates were recruited in two ways: by promotion from the ranks of lower subordinates with experience of not less than five years and by direct recruitment from those candidates having qualifications prescribed by the Assam P.W.D. resolutions 1904 and 1914. The recruiting authority for both the services was local Government, if their monthly salary was less than Rs. 260. If their monthly salary was Rs. 260 or more the local Government still remained to be the recruiting authority with the prior permission of the Government of India. 8

In 1921, the upper and lower subordinates were replaced by the newly constituted Assam Subordinate Engineering service. The members of this service were recruited from the former upper and lower subordinates by the local Government without prior permission of the Government of India. 9

In 1937, with the constitution of Assam Public Service Commission, recruitment to the Assam Subordinate Engineering Service was made by the Head of the Department in consultation with the Commission.

In 1973, a Selection Board was constituted for selecting

8. The Assam Gazette, 1918, Part-IIA, Notification No. 57 Estt.
candidates. The Board consisted of the Chief Engineer, P.W.D. as Chairman, Deputy Chief Engineer, P.W.D., Member Secretary and Deputy Secretary, P.W.D. as member. The following procedure was adopted in making selection to this service.

Before the end of each year the appointing authority made an assessment regarding the number of vacancies to be filled up by direct recruitment during the next year and intimate the same to the Board together with the details about reservation for candidates belonging to Scheduled Castes, Scheduled Tribes or any other category determined by the Government from time to time. The appointing authority then invited applications through advertisement in accordance with the general instructions in force.

On the receipt of applications in response to the advertisement, the appointing authority prepared a statement of the candidates and forwarded it to the Board together with the following documents and informations:

1) Copies of advertisement;
2) Original applications;
3) Information about the probable numbers of vacancies;
iv) Details about reservation for candidates belonging to Schedule Caste, Scheduled Tribes or any other category as laid down by Government;

v) Any other information as may be considered necessary by the appointing authority or as may be required by the Board.

The appointing authority then requested the Board to recommend a list of candidates for direct recruitment in order of preference.

The Board made the selection and furnished the appointing authority with a list of candidates, in order of preference, for recruitment. The list recommended by the Board remained valid for 12 months only. The appointing authority, who is the Head of the Department must accept the list and make appointments from it. This procedure for direct recruitment is still in vogue. 10

**Accounts Service**

In 1874, the upper grade Accountants, whose salary was 2.50 or more per mensum, were recruited by promotion by the Government of India. The lower grade Accountants with a salary

10. The Assam Gazette, 1874, Part-II, Notification No. 1565-83 E.G.
of less than $250 per annum were recruited by the local Government directly.

In 1912, the upper and the lower grade Accountants were replaced by the Provincial Divisional Accountants Service. The members of this service were recruited by the Comptroller of Assam with the sanction of the Government of India.11

In 1954, this service was transferred from the control of Accountant General to the Finance Department and the Director of Accounts was made the recruiting authority to this service in collaboration with the Assam Public Service Commission.12

In 1964, the Accounts Service was reconstituted as the Assam Subordinate Accounts Service consisting of three categories of posts: Divisional Accountants, Junior Divisional Accountants and Assistant Divisional Accountants. The Divisional Accountants were recruited in two ways: by promotion and by direct recruitment. Ordinarily 75 per cent of the vacancies in a year were filled by promotion and 25 per cent by open competition. The recruitment by promotion is given under the heading promotion. The procedure for direct recruitment was as follows:

A competitive examination called the Assam Subordinate Accounts

Service (recruitment) examination, in accordance with rules and syllabus prescribed for the purpose, was held by the Assam Public Service Commission for filling up 25 per cent of the vacancies in a year. On the basis of the competitive examination the Commission forwarded to the Appointing Authority a list of successful candidates in the order of merit. The Appointing Authority recruited the candidates from this list as Divisional Accountants. The Junior Divisional Accountants were recruited only by promotion from Assistant Divisional Accountants on the basis of seniority. The procedure for recruitment by promotion as junior Divisional Accountant from Assistant Divisional Accountant is given in promotion. The Assistant Divisional Accountant were recruited by open competition through Selection Board in accordance with rules and syllabus prescribed for the purpose (See Appendix XI).

The Selection Board recommended to the Appointing Authority a list of candidates eligible for appointment to the cadre of Assistant Divisional Accountants in order of preference which was determined by the Selection Board in accordance with the general suitability of the candidates to the post. The Appointing Authority made the appointments from the list.  

Non-technical Assistant Secretary and Registrar:

In the P.W.D. there was only one Assistant Secretary and one Registrar in the non-technical services. In 1951, recruitment to the post of Assistant Secretary and Registrar was made by selection strictly on merit from Superintendents who were eligible for promotion. The following procedure was adopted in making such appointments.

When a permanent vacancy occurred, a preliminary selection was made by a selection Committee consisting of the Chief Secretary to Government, the Finance Secretary or Revenue Secretary and the P.W.D. Secretary. The Committee examined the character rolls of the candidates and their personal files, if any, and interviewed them.

The Government then forwarded the names of the candidates selected by the Committee together with their character rolls and personal files to the Assam Public Service Commission for advice on their suitability for appointment. The Commission had power to suggest amendments to the list.14

In 1963, the post of Assistant Secretary was upgraded to that of under Secretary. The recruitment to this post was made

in two ways: (a) by promotion from the select list prepared for the purpose; or (b) by selection from amongst persons serving in connection with the affairs of the Government who were of outstanding merit and ability and who had completed not less than five years continuous service under the Government in a post involving duties and responsibilities comparable to that of the Assam Civil Service, Class-I.15

Superintendents:

The Superintendents of the P.W.D. Secretariat belonged to the ministerial service of gazetted rank. These posts were created in 1948. The recruitment to this service was made by selection strictly on the basis of merit from the upper division assistants of the Secretariat. In 1963, this procedure was modified according to which recruitment were made by promotion from the list prepared for the purpose from amongst the members of the Assam Secretariat Subordinate Service and recruited in the manner prescribed for the recruitment of under Secretary.16

Ministerial Service:

In 1888, the Chief Commissioner of Assam prescribed the following procedure for the recruitment of clerks in Divisional and Directorate office.

When a vacancy occurred, the particulars of the office, the address to which candidates should send the application and the date on and the place at which the vacancy would be filled up should be published at the Head quarters of the district, and also in the office to which the vacant post belongs, at least fifteen days before the date fixed for filling up the vacancy. But in the case of a vacancy in clerkship, carrying a salary of more than £40 a month, the occurrence of such vacancy was to be published in the Assam Gazette and in one local newspaper, English or vernacular, in either the Surma or the Brahmaputra valley, according to the locality in which the vacancy occurred. The officer who had notified the vacancy, may select any candidate and appoint him. 17

In 1931, the ministerial service of the P.W.D. was amalgamated with other departments as one cadre for all purposes. Naturally the same procedure was adopted in the recruitment of ministerial services with other departments. 18

B. Probation:

Probation is a method or process of testing or putting to the proof, trial, experiment, investigation etc. regarding

18. Estt; B, March 1934, No. 29-33.
a person's conduct, character or moral qualification etc.\textsuperscript{19}

In 1974, there were mainly three services in the P.W.D. For all these three services, nothing was mentioned regarding the Probationary period in the resolutions adopted by the Governor-General-in-Council in 1874 which regulated the appointment, probation, qualifications, etc. of all the services. In the revised scheme also introduced by the Governor-General-in-Council, for the reorganisation of the Engineering service in 1912, no provision was made for the probation of the members of this Engineering service; nor anything was mentioned regarding probation in the resolution by which the Divisionals Accountant service was constituted in 1912.

It was only in 1918 when certain rules were made for regulating the appointment and promotion of upper and lower subordinates. In these rules it was mentioned that any person appointed as lower subordinates was put on probation for a period of two years. After completion of the probationary period to the satisfaction of the Appointing Authority, he was made permanent. The candidates who were appointed as upper subordinate by direct recruitment were also put on probation for a period of

two years. After satisfactory completion of two years period the candidate was confirmed in the post. 20

In 1921, when the Assam Subordinate Engineering service was constituted, the candidate appointed against a permanent vacancy in this service was put on probation for a period of two years. If the Appointing Authority was satisfied with the performance of the candidate during his probationary period he was confirmed against the permanent vacancy. However, the period of probation could be extended for good and sufficient reasons by the Appointing Authority beyond the specified period not exceeding two years. 21

In 1929, for the direct recruits of the Assam Engineering Service the probationary period was fixed at one year. After the completion of this one year period, if the candidate secured good reports, he was confirmed. 22

In 1934, the probationary period of this service was extended from one to two years. 23

In 1938, although the Assam Engineering service was divided into Class I and II, yet the probationary period for direct

20. The Assam Gazette 1918, Part-IIA, Notification No. 57 Estt.
22. The Assam Gazette 1929, Part-IIA, Notification No.270 Estt
23. The Assam Gazette 1934, Part-IIA, Notification No.100Estt.
recruits of both the classes remained two years.\textsuperscript{24}

In 1941, although no change was made regarding the probationary period for a direct recruit to class I and II service, yet in case of promotion probation was for the first time, introduced and was fixed at one year. After satisfactory completion of the probationary period the candidates were confirmed in the new assignment.\textsuperscript{25}

In 1951, the probationary period, of the Assistant Secretary, Registrar, and Superintendents who were from non-technical service, was fixed at six months which could be extended by the Governor and Chief Secretary for sufficient reasons. A probationer was confirmed as Registrar or Assistant Secretary as the case may be, at the end of the probationary period if he was found fit for confirmation. If he failed to give satisfaction to the Appointing Authority he was sent back to his original post.\textsuperscript{26} In 1963, the probationary period was extended to one year for all these posts.

A probationer who had completed his period of probation to the satisfaction of the Appointing Authority was confirmed in his post. However, the period of probation could be extended

\begin{itemize}
\setlength\itemsep{0em}
\item \textsuperscript{24} The Assam Gazette, 1938, Part-IIA, Notification No.122 Estt.
\item \textsuperscript{25} The Assam Gazette, 1941, Part-IIA, Notification No.212Estt
\item \textsuperscript{26} The Assam Gazette, 1941, Part-IIA, Notification No.212Estt
\end{itemize}
by the Appointing Authority by a period not exceeding one year.  

In case of subordinate Accounts Service which was constituted in 1963, the period of probation of a person directly recruited to this service was fixed at two years.

However, the Appointing Authority could extended the period of probation for a further period not exceeding two years in any individual case.

In 1973, the probationary period of the subordinate Engineering service was fixed at two years which could be extended by the Appointing Authority in individual cases not exceeding two years. After the successful completion of the probationary period the candidates were confirmed to this service.

In 1978, the members of the Assam Engineering service of both the classes were placed on probation according to seniority against the permanent vacancy for a period of two years before he was confirmed against the permanent vacancy.

However, the Appointing Authority could extended the period of probation for any specified period not exceeding two years.

27. The Assam Gazette 1963, Part-IIA, Notification No. ABM.172/61/72
Further, the period of probation could be curtailed or
dispensed with in any case for good and sufficient reasons by
the Appointing Authority. All these rules are still in force.

C. Promotions:

In 1874, when Assam was constituted into a Chief Commissi­
oner's province, the Governor-General-in-Council made certain new
arrangements for promotions in the P.W.D. in connection with the
formation of provincial services.

According to the new arrangements the promotion to the rank
of Chief Engineer was to be made by the Supreme Government from
the department at large. Local Governments were invited to make
their recommendations and the Government of India was guided
thereby as far as possible. Thus, it was necessary for local
Government to submit the names of Superintending Engineers
recommended for Chief Engineership. When suitable candidate was
not available to fill up a vacancy, the Government of India
filled it up by nomination.

In case of Superintending, Executive and Assistant Engineer
promotions could be made by the Local Government within their own
establishment. However, there were discrimination in making

E(B)4R/1/68/pt-11.
promotion of Royal and Provincial Engineers. Royal Assistant Engineers were promoted to the Executive rank in 9th year of service while provincial Assistant Engineers were promoted to Executive rank in 11th years of service. In case of promotion to Superintending and Chief Engineer only the Royal Engineers were preferred.

In the case of Subordinates, the lower subordinates who were qualified to be upper subordinates were promoted to it by the local Government with an information communicated to the supreme Government.

In the Accounts service the lower grade Accountants were promoted to upper grade Accountants by the Local Government, on the basis of experience-cum-merit, with the prior permission of the Supreme Government. 30

In 1912, a new scheme was introduced which provided for the equalisation of the period for promotion to Executive in both Royal and provincial Engineers. The revised scheme provided that the future entrants of the Royal Engineers would attain Executive rank in the 11th year instead of in the 9th year of service. In the case of Provincial Engineers the Assistant Engineers were allowed to attain the Executive rank in the 11th

30. The Assam Gazette, 1874, Part-II, Notification No. 1565-83.E.G.
year of service. Thus, in both services promotion to Executive rank took place at the same period, and was subject only to the condition that the officers concerned were considered by the Local Government to be fully qualified for the charge of a division.

In the cases of promotions to the administrative class the Executive Engineer could be promoted to the Superintending Engineer and the Superintending Engineer to the Chief Engineer, subject to the condition that the officer concerned was considered to be fit for such promotion. 31

In the case of Accounts service, in 1912 the Divisional Accounts service was constituted consisting of Class-I and II Accountants. The Class II Accountants were promoted to the Class I accountant after a minimum five years qualifying service. The Class I Accountants were promoted to the all India list of Accountants. 32

In 1918, rules were framed for the promotion of upper and lower subordinates. The candidates of the subordinate service were at first appointed as temporary lower subordinates who were made permanent after the completion of their two year's

service. The permanent lower subordinates were promoted to upper subordinates after completion of five years service.

In 1924, regulations were made for the promotion of the Indian Service of Engineers. Fresh candidates of this service were appointed as Assistant Executive Engineers and were placed in-charge of less important than a divisional charge. They were promoted to a divisional charge as soon as they were certified to be fit for divisional charge by the Local Government.

Promotions above the grade of Executive Engineers were dependent on the occurrence of vacancies and were made wholly by selection Board consisting of at least one eminent representative of the profession. Seniority could confer no claim to promotion. 34

In 1929, the members of the Assam Engineering service were made eligible for advancement or promotion to the Indian service of Engineers and 20% were allotted to Assam to be filled in by the members of the Assam Engineering Service.

As regards the Assam Subordinate Engineering Service 20% were appointed by promotion from amongst the members of the Assam subordinate Engineering service. 35

34. The Assam Gazette, 1924, Part-IIA, Notification No.20 Estt
In 1938, the Assam Engineering service was classified into class I and II. Appointment to class II service was made partly by open competition and partly by promotion from the members of the Assam subordinate Engineering service. Of the total number of vacancies of class II service 20 per cent were reserved for the members of the Assam Subordinate Engineering Service.

The members of class II service who were designated as Assistant Engineers were promoted to class I service. The members of the class I service were designated as Assistant Executive Engineer. The Assistant Executive Engineer of class I service were promoted to the rank of Executive Engineer only when they were declared fit, by the Governor, for the charge of a division. The Executive Engineers were promoted to administrative grade, viz. to the Chief and Superintending Engineers. These promotions were made by selection. Seniority conferred no claim. Selection for promotion were made by the appointing authority in consultation with the Assam Public Service Commission. 36

In the P.W.D. there was only one Assistant Secretary who was appointed by promotion from non-technical Secretariat service. He had no further promotion in this department. The

Registrar was also appointed by promotion from Superintendents. The Registrar could further be promoted to the Assistant Secretary in the same procedure by which Assistant Secretary was appointed. 37

In 1963, the post of Assistant Secretary was upgraded to under Secretary. The Under Secretary could further be promoted to the post of Deputy Secretary in the same procedure as is adopted for the recruitment of Deputy Secretary. 38 As regards Superintendents, it was a ministerial service of Gazetted rank since 1951. They were recruited by promotion from the Secretariat ministerial service and were promoted to the Registrar and Assistant Secretary in the same procedure as was adopted for the recruitment of Registrar and Assistant Secretary.

In 1963, the Superintendents service was brought under the Assam Secretariat Service and placed in category III. They were promoted to the Under Secretary in the same procedure as was adopted for the recruitment of Under Secretary.

In 1963, the Assam Subordinate Accounts Service was constituted consisting of three categories of posts:

1. Divisional Accountants, 2. Junior Divisional Accountants
3. Assistant Divisional Accountants. Of these three

categories of posts 71 per cent of the vacancies of Divisional Accountants in a year were filled by promotion from Junior Divisional Accounts who qualified in a departmental examination called the "Assam Subordinate Accounts Service (promotion) Examination."

The Assam Subordinate Accounts service (promotion) Examination was conducted by the Assam Public Service Commission in accordance with rules and syllabus prescribed for the purpose. (See Appendix XII). The examination was held at such intervals as the appointing authority, in consultation with the Commission, from time to time determined it. A list of candidates who qualified themselves in the said examination were prepared by the Commission in order of merit and forwarded it to the appointing authority. Promotions were made from this list subject to the availability of vacancies.

In the case of Junior Divisional Accounts, all vacancies were filled in by promotion from Assistant Divisional Accountant according to seniority provided that an Assistant Divisional Accountant could satisfy the following conditions for promotion: (1) that he had successfully completed the training as prescribed; (2) that his work conduct was satisfactory. 39

In 1973, a new arrangement was made in case of promotion of the Assam Subordinate Engineering Service and Assam Engineering Service Class I & II. According to this arrangement, 30 per cent of the total strength of the permanent and temporary Assam Engineering Class II service were to be recruited by promotion from the Assam Subordinate Engineering service. The Governor of Assam, in consultation with the selection Board, constituted for the purpose, and the Public Service Commission had to make these promotions.

Certain conditions were laid down to make the members of the Assam Subordinate Engineering Service eligible for promotion to Assam Engineering Class II Service. The conditions were as follows:

1. He has rendered a minimum of 8 years service as a Subordinate Engineer on the first January of the year of promotion.
2. He has successfully undergone the training and passed the departmental examination prescribed by Government from time to time.

Further, an arrangement was made for the reservation of 14 per cent of the total number of posts of Executive Engineers, as on 1st January 1973 and thereafter 20 per cent of the number of vacancies occurring in a year in the cadre of Executive Engineers.
for filling up by promotion of S.E.E. Subdivisional officers encadered as Assistant Engineers.

For this purpose, a separate seniority list of S.E.E. Subdivisional officers encadered as Assistant Engineers on 1st January 1973, promoted from the cadre of Subordinate Engineers grade I was maintained. Such a seniority list continued till the list was exhausted. This arrangement is still in vogue.

In 1978, the Assam Engineering Service rules were modified in regard to promotion. For the A.E.E. Class II service it was provided that 30 per cent of the total strength of this service was to be recruited by promotion from the members of the A.E.E. service who were eligible for promotion subject to the conditions as laid down in 1973 as mentioned earlier.

All vacancies in class I cadre of this service were to be filled up by promotion subject to suitability as may be decided by the selection Board and by the appointing authority and also subject to possession of such qualification and experience as may be prescribed by the Governor from time to time. In the class I service the promotions were made in the following manner:

(1) From Assistant Engineer to Executive Engineer.

(2) From Executive Engineer to Superintending Engineer.
(3) From Superintending Engineer to Additional Chief Engineer.
(4) From Additional Chief Engineer to Chief Engineer.

However, provision was made for the reservation of the 20 per cent of the total number of vacancies to be filled in by promotion from the S.E.S. subdivisional officers encadered as Assistant Engineers.

For promotion to the cadre of Executive Engineer, an officer was eligible, if:

(a) He had rendered the minimum continuous service in the cadre of Assistant Engineer for a period of 5 years on the first January of the year of promotion, and

(b) He had successfully undergone the training and has passed the departmental examination, as may be prescribed by the Government. For promotion from Executive Engineer to Superintending Engineer and for further promotion an officer had to possess the same academic qualifications as were prescribed for direct recruitment for Assistant Engineer.

General procedure for promotion:

Before the end of each year the Government makes an assessment of the likely number of vacancies to be filled up by promotion in the next year in each cadre of Engineering service.
The appointing authority then furnished to the selection Board the following documents and information with regard to as many officers in order of seniority as 4 times the number of vacancies, as assessed by the Government.

(a) Information about the number of vacancies.

(b) List of officers in order of seniority eligible for promotion (Separate list for promotion to different cadres should be furnished indicating the cadre to which the case of promotion was to be considered.

(c) Character rolls and personal files of the officers concerned together with all papers showing that any adverse remark recorded in the character rolls had been duly communicated to the person concerned and any representation against such adverse remark had been disposed of after due consideration.

(d) Details about reservation in case of promotion to class II of the service.

(e) Any other documents and information as may be considered necessary by the appointing authority as required by the Board.

The Appointing Authority request the Selection Board to recommend within one month a list of officers, found suitable for promotion in order of preference, in respect of promotion to each of the cadres in which recruitment is to be made by
promotion.

The Selection for promotion to the following cadres were made on the following basis:

(a) Assistant Engineer: Merit-cum-seniority.
(b) Executive Engineer: Merit-cum-seniority.
(c) All other promotions to the rank of Superintending Engineer and above on merit only.

The Selection Board, after examination of the information furnished by the Appointing Authority recommended to the latter a list of officers about double the probable number of vacancies in order of preference, found suitable for promotion. In case the Board does not consider an officer suitable for promotion it should record the reasons thereof in writing and forward the same to the Appointing Authority together with the list of candidates selected.

The Appointing Authority should consider the list prepared by the Board along with character rolls and personal files of the employees and approve the list unless it considers any change necessary. If the Appointing Authority considers it necessary to make any change in the list received from the Board, he should inform the Board of the changes proposed and after taking into
account the comments, if any, of the Board may approve the list finally with such modifications, if any, as may, in his opinion, be just and proper.

The inclusion of the name of a candidate in a list, however conferred no right to promotion unless the Appointing Authority is satisfied after such enquiry as may be considered necessary that a candidate was suitable for promotion. The list remained valid for 12 months from the date of approval by the Commission in case of Assistant Engineers and for 12 months from the date of approval by the Selection Board in other case.

The promotions were made in accordance with the list finally approved by the Appointing Authority.

Special procedure for promotion as Assistant Engineers:

In 1978, a special procedure was prescribed for promotion as Assistant Engineer from the Assam Subordinate Engineering service as given below:

On receipt of the list for the post of Assistant Engineers from the Selection Board, the Appointing Authority forwarded it to the Commission together with the information and documents as required by the Commission with a request to approve the list.
The Commission then considered the list recommended by the Selection Board together with the informations and documents as may be required by the Commission and obtained from the Appointing Authority. The Commission then finally approved the list with such modification as it considered just and proper.

The Appointing Authority finally approved the select list forwarded by the Commission within 15 days from the date of receipt from the Commission. If, however, the Appointing Authority considered necessary any modifications in the list it should record the reasons in writing and approved the list with modifications. The select list as finally approved was published by the Appointing Authority in the Assam Gazette within 15 days from the date of approval.

Appointment was made by the Governor in accordance with the order of preference determined in the list as published by the Appointing Authority in the Assam Gazette. 40

**TRAINING**

*What is Training?*

The dictionary meaning of Training is practical education in a particular art, profession or occupation. Training is a

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Conscious effort made to improve or increase an employee's skill, powers or intelligence and to develop his aptitude and scheme of values in a desired direction. William G. Torrey had defined training as "the process of developing skills, habits, knowledge and attitudes in employees for the purpose of increasing the effectiveness of employees in their present positions as well as preparing employees for future Government positions:

In fact Training begins, in its broad sense, from early childhood and continues throughout life. This training is, unconsciously and informally, imparted under the influence of the family and other social groups to which we belong. However, in the case of public employees it is quite different. It is not unconscious and informal, rather conscious and formal effort directed towards the achievement of some specific purpose or purposes.

Thus, there is a distinction between education and training. The scope of training is narrower and more specific than that of education. Training is rather specific and vocational, intended to increase a person's skill in some particular kind of work, while education is general and aims at the broadening of the mind. It must, however, be admitted that training is a continuous process which goes on all the time, both on training
courses and in the place of work.

**Type of Training:**

Training may be divided into two types - formal and informal. Informal training is learning by experience or training by doing the work in the field. The ultimate success of informal training, however, depends upon the experience and seniority of the superior officer and his interest in the new entrant.

Formal training purports to inculcate administrative skill by well-defined courses at proper stages in the man’s career. Formal training may be divided into the following four categories: (1) Pre-entry training, (2) Orientation training, (3) In-service training, and (4) Post-entry training.

In 1874, of the three main services for the first two—Engineering and Subordinate services the pre-entry or the vocational training was mostly prevalent, while for the last one i.e., for the Accounts Service the in-service training was prevalent.

For the Engineering and Subordinate service the following vocational training institutions were recognised: the Cooper’s Hills College, the Thomason and Presidency Civil Engineering College. In the case of Accounts Service the lower grade
Accountants were posted in the Central Office for taking in-service training from their senior colleagues and upper grade Accounts. After getting necessary training they were posted in divisions with the responsibility of keeping the accounts of a division.41

In 1912, the Divisional Accounts service was created. The members of this service also were imparted in-service training by their senior experienced colleagues.42

In 1914, the Sibpur Engineering College under Calcutta University and the Ahsann Ullah School of Engineering, Dacca were recognised for the training of the Assamese Youth to be appointed as Assistant Engineer in the Engineering Service.

For the upper and lower subordinates the Bengal Joint Technical Examination Board was selected as a Centre of pre-entry training.43

In 1924, as many as twenty five centres of pre-entry training were recognised for the Indian Service of Engineers.

(For details see Appendix V). The regulation, however, provided that the selected candidates, after securing Engineering degrees

41. The Assam Gazettee, 1874, Part-II, Notification No. 1565-83 Etc.
42. Fin,A, January, 1918, 1-3.
43. The Assam Gazettee, 1914, Part-II, Notification No. 7-L.
from any one of the twenty-five centres of vocational training, had to undergo further training on works in India for a period of at least one year before the final appointment was made. This training was a kind of apprenticeship training which was imparted by the Engineer to whom the candidate was attached. 44

In 1929, for the Assam Engineering Service as many as eleven vocational centres were recognised for imparting pre-entry training. (For details see Appendix VI). The candidates who secured Engineering degrees from any one of the eleven centres were appointed as Assistant Engineer on probation. Besides, an arrangement was also made for imparting in-service training by their senior colleagues. At the three years of their service from the date of joining a professional examination was held. An officer who failed to pass this examination was liable to be removed from service. 45

In 1938, as many as sixteen foreign Universities were recognised as the centres of vocational training for Class I Assam Engineering service and for the Class II of this service the Engineering College under Indian Universities as well as the foreign Universities, as prescribed for Class I service, were

44. *The Assam Gazette* 1924, Part-IIA, Notification No. 20 Estt.
Further, the candidates had to be prepared for departmental examination after three years from the date of joining by acquiring experience in the field by doing the actual work. So, this was also a kind of inservice training to the Assam Engineering Service Class I & II.  

In 1941, eighteen foreign Universities and seven Indian Universities were recognised as the centres of pre-entry training for the Assam Engineering Service Class I and Class II. Besides, similar in-service training were imparted as in 1938 for both the classes of service and departmental examination was held in the 3rd year of their service.

In 1951, for the post of Assistant Secretary, Registrar and Superintendents of the P.W.L. Secretariat who were drawn from the non-technical secretariat services were imparted job training. They had to learn their official duties by doing the work.

In 1963, the post of Assistant Secretary was upgraded to Deputy Secretary. For the post of Deputy Secretary also there was no separate training. He had to learn his official duties

47. The Assam Gazettee, 1941, Part-IIA, Notification No.212 Estt.
by doing the job.\textsuperscript{48}

In the same year, for the direct recruits to the cadre of Divisional Accountants and Assistant Divisional Accountants one year course of in-service training was imparted by the Director of Accounts and a departmental examination was held. The candidates were given three consecutive chances to sit for the departmental examination. If any candidate or trainee does not pass this examination in any of the chances he was liable to be discharged from service.\textsuperscript{49}

In 1973, the Indian Engineering Institutes were recognised as the centres of training for Subordinate Engineering service. Besides, job training were prescribed for one year. During this period the members of this service were imparted training in doing their actual work in the field which was also called practical training. After completion of his practical training a departmental examination was held. Successful candidates were confirmed in their service while failed candidates were liable to be discharged from their service.

In 1978, the Indian as well as foreign Universities were regarded as the vocational training centres for Assam Engineering

\textsuperscript{48} The Assam Gazette, 1963, Part-IIA, Notification No. ABM.172/6/71.

\textsuperscript{49} The Assam Gazette, 1963, Part-IIA, Notification No. FED.49/60/1.
service Class I & II. Besides, Institution of Engineers (India) were also recognised for the purpose.

Further, a job training was also imparted for two years. After undergoing this course of training a departmental examination was held which was an yardstick for confirmation.50

Supernannuation and Retirement Benefits:

The Need for retirement:

Public officials can work effectively and efficiently up to a certain age after which they are too old and weak and need rest. Thus, the need to fix the age of superannuation for P.W.D. employees arises, both in the interest of efficiency of the services and in their own interest. Retirement of old employees is also necessary to make room for the promotion of the younger men in the service to the higher posts and the recruitment of persons from outside to fill up the vacancies thus created.51

Historical Background of Supennannuation and retirement benefits:

In 1874, when Assam was separated from Bengal, there were mainly three services in the P.W.D. in addition to clerkships.

50. The Assam Gazette, 1978, Part-IIA, Notification No. E(B) 4R/1/68/

These three services were Engineering, Subordinate, and Accounts service. For the purposes of superannuation and retirement benefits, all the members of these services were classified into ministerial and non-ministerial services. For the non-ministerial services the superannuation or retirement age was fixed at 55. In the case of ministerial services it was 60. The comparative low age of retirement in comparison to other countries, which were 65 to 70 in U.S.A., 60 to 65 in Britain, for the non-ministerial services was due to the European element who found the climate of the country irksome. The retirement age of ministerial service, which was mostly held by natives, was a bit higher. 52

In 1887, the Governor General-in-Council decided, that any civil Engineer of the P.W.D. who on reaching the age of 50 years could not attain the rank of superintending Engineer, was liable to be called upon to retire with the exceptions: (1) that no officer having less than 20 years service to his credit for pension could be called upon to retire within three years; (2) that no officer having less than 25 years service to his credit for pension could be called upon to retire within two

years;

(3) than an officer called upon to retire was allowed to take furlough before his retirement. 53

The regulations published in 1924, fixed the retirement age at 55 for the members of the Indian services of Engineers. However, before completing this period of service an officer was allowed to retire voluntarily after the completion of 20 years or more qualifying service. 54

With the departure of the European element, the propriety of still keeping the retirement age at 55 had been questioned. Some Associations of some services argued that at the age of 55, most people remain in good physical and mental health, and their accumulated experience makes them valuable assets to the state. Their retirement was therefore a loss to the efficiency of the service and unfair to the tax payer.

The 1st and 2nd Assam Pay Committee was convinced with these arguments for raising the retirement age. At the recommendation of the Assam Pay Committee, the Government of Assam fixed the retirement age at 58 for all classes of employees with the exception of class IV employees whose retirement age

53. The Assam Gazette, 1887, Part-IIA, Notification No.1884G.
54. The Assam Gazette, 1924, Part-II, Notification No. 20 Estt.
was fixed at 60. So far retirement benefit were concerned prior to 1920, all the employees of the P.W.D. were given pension at the rate of 1/60 sixtieths of average emoluments per year of service after reaching the age of 55 or 60 as the case may be. Although retirement age was fixed at 55 and 60 yet, in order to earn a pension, an employee must have put in a minimum qualifying period of not less than 10 years.

Those who were superannuated before putting in this minimum period were not entitled to pensions, but were given a gratuity of a month's pay per year of service.

In 1888, Governor-General-in-Council decided that a special additional pension of Rs. 2,000/- and Rs. 1,000/- respectively should be given as rewards for approved service of Civil Engineers who rendered three years service as Chief or Superintending Engineer. However, the special additional pensions could not be claimed as a matter of right. It was granted at the discretion of the Government as rewards of approved services.

In 1924 the conditions under which the members of the Indian service of Engineers were given retiring pensions were:

(1) An Officer was entitled, on his resignation being accepted to a retiring pension after completing qualifying service of not less than 20 years.

(2) An officer becomes eligible for full retiring pension on completing 30 years qualifying service.

(3) If before completing this period of service an officer was permitted to retire voluntarily after the completion of 20 or more years qualifying service or was compelled to retire on attaining the age of 55, he was eligible for pension on the following scale.

<table>
<thead>
<tr>
<th>Years of completed service</th>
<th>Maximum limit of pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>4,000 per annum.</td>
</tr>
<tr>
<td>25</td>
<td>5,000</td>
</tr>
<tr>
<td>26</td>
<td>5,200</td>
</tr>
<tr>
<td>27</td>
<td>5,400</td>
</tr>
<tr>
<td>28</td>
<td>5,600</td>
</tr>
<tr>
<td>29</td>
<td>5,800</td>
</tr>
<tr>
<td>30</td>
<td>6,000</td>
</tr>
</tbody>
</table>

An officer who was compelled to retire through ill-health or intemperate habits were eligible for gratuity or pension as follows:

(1) After a service of less than 10 years a gratuity not exceeding one month's emoluments for each completed year of service.
(2) After a service of not less than 10 years, a pension not exceeding the following amounts.

<table>
<thead>
<tr>
<th>Year of completed service</th>
<th>Scale of pension</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>10 sixtieths of average emolument</td>
<td>2,000 per pension</td>
</tr>
<tr>
<td>11</td>
<td>11</td>
<td>2,200 &quot;</td>
</tr>
<tr>
<td>12</td>
<td>12</td>
<td>2,400 &quot;</td>
</tr>
<tr>
<td>13</td>
<td>13</td>
<td>2,600 &quot;</td>
</tr>
<tr>
<td>14</td>
<td>14</td>
<td>2,800 &quot;</td>
</tr>
<tr>
<td>15</td>
<td>15</td>
<td>3,000 &quot;</td>
</tr>
<tr>
<td>16</td>
<td>16</td>
<td>3,200 &quot;</td>
</tr>
<tr>
<td>17</td>
<td>17</td>
<td>3,400 &quot;</td>
</tr>
<tr>
<td>18</td>
<td>18</td>
<td>3,600 &quot;</td>
</tr>
<tr>
<td>19</td>
<td>19</td>
<td>3,800 &quot;</td>
</tr>
<tr>
<td>20</td>
<td>20</td>
<td>4,000 &quot;</td>
</tr>
<tr>
<td>21</td>
<td>21</td>
<td>4,200 &quot;</td>
</tr>
<tr>
<td>22</td>
<td>22</td>
<td>4,400 &quot;</td>
</tr>
<tr>
<td>23</td>
<td>23</td>
<td>4,600 &quot;</td>
</tr>
<tr>
<td>24</td>
<td>24</td>
<td>4,800 &quot;</td>
</tr>
<tr>
<td>25</td>
<td>25</td>
<td>5,000 &quot;</td>
</tr>
<tr>
<td>26</td>
<td>26</td>
<td>5,200 &quot;</td>
</tr>
<tr>
<td>27</td>
<td>27</td>
<td>5,400 &quot;</td>
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<tr>
<td>28</td>
<td>28</td>
<td>5,600 &quot;</td>
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<tr>
<td>29</td>
<td>29</td>
<td>5,800 &quot;</td>
</tr>
<tr>
<td>30</td>
<td>30</td>
<td>6,000 &quot;</td>
</tr>
</tbody>
</table>
Further, under these regulations, Additional pensions were given to certain high officers, who had given proof of special energy and efficiency with a condition that the officer concerned had not taken voluntary retirement before the age of 55 with less than 28 years service.

The high appointments were of two grades, the lower comprising those posts which involved high but intermediate responsibility, viz., Superintending Engineer; the higher consisting of those which required a marked degree of independence, administrative and professional capacity, viz., Chief Engineer. Officers belonging to lower grade were entitled to an additional pension at the rate of Rs. 300 per year for each completed year of effective service with maximum limit of Rs. 1,500/-.

Officers belonging to the upper grade were given additional pension at the rate of Rs. 500/- for each completed year of effective service with a maximum limit of Rs. 2,500/-.

Besides, the benefit of general provident fund was also provided to the members of the Indian Service of Engineers. The contribution to this fund was compulsory up to 6¿ per cent of the salaries, with voluntary contributions of not more than a further 9¿ per cent. Subscriptions on leave were optional. 58

58. The Assam Gazetteer, 1924, Part-II, Notification No. 20 Estt.
The Indian service of Engineers were replaced by Assam Engineering service Class I gradually from 1938. In 1938 the following services were to be found in P.W.D.

(1) Assam Engineering service Class I and Class II.
(2) Assam Subordinate Engineering Service.
(3) Divisional Accountant Service, and
(4) Ministerial Service.

The retirement benefits of the above mentioned services of the P.W.D. were governed by the Assam service (Pension) rules 1939, as modified from time to time. The latest modification in the Assam service (pension) rules were made in 1969 to give effect to the recommendations of the Assam Pay Committee 1964.

Under the above rules the following types of retirement benefits are available to the members of all the services of the P.W.D. as mentioned above: (1) Pension, (2) Family pension, (3) Extraordinary pension, (4) Service Gratuity, and (5) Death-cum-Retirement Gratuity.59

(1) Pension: All the classes of the P.W.D. employees, other than the grade IV employees, retire on attaining the superannuation age of 58 years. The minimum and maximum service qualifying for pension are fixed at 38 years and 59 years respectively.

Pension is calculated at the rate of \( \frac{1}{25} \)-th of the average emoluments for every completed year of service subject to a maximum of \( \frac{30}{25} \)-th and further subject to a monetary limit of Rs. 775 per mensum or Rs. 9,300 per annum. The minimum pension admissible is Rs. 25 per mensum or Rs. 300 per annum.

Under the Assam Service (Commutation of pension) rules, the P.W.D. employees can commute for lumpsum payment any portion, not exceeding one third, of his pension subject to the condition that the uncommuted residue of his pension shall not be less than Rs. 240/- per annum.

Further, the special Additional pension is also admissible to the Chief Engineer, Additional Chief Engineer and Superintending Engineers at the rate of Rs. 300 for each completed year of effective service in any post up to a maximum of Rs. 1,500/- per annum.

This Additional pension is to be given not as a matter of course but only where the service rendered is approved as satisfying the standard of work and conduct required in the special conditions of the post.

Family pension: Under the family pension scheme, family pension is admissible in the case of death of a P.W.D. employees while in service or even after retirement and is granted only if the
employee had completed a minimum of one year service or had retired on pension. The following is the rates of family pension,

<table>
<thead>
<tr>
<th>Pay range</th>
<th>Amount of monthly family pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below ₹ 200.00</td>
<td>30 per cent of pay subject to a minimum of ₹ 40.00</td>
</tr>
<tr>
<td>₹ 200.00 and above but below ₹ 800.00</td>
<td>15 per cent of pay subject to a minimum of ₹ 60.00</td>
</tr>
<tr>
<td>₹ 800.00 and above</td>
<td>12 per cent of pay subject to a minimum of ₹ 120.00 and maximum of ₹ 200.00</td>
</tr>
</tbody>
</table>

(3) Extraordinary pension: Extraordinary pensions are either in the form of injury pension payable to a Government servant himself for injury received in the course of duty, or family pension payable to the widow or minor children, or in certain exceptional cases, to the parents of an employee killed in the course of the discharge of his duties.

<table>
<thead>
<tr>
<th>Pay range</th>
<th>Gratuity</th>
<th>Monthly pension Higher scale</th>
<th>Monthly pension Lower scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. ₹ 2,000 and over</td>
<td>₹ 300</td>
<td>₹ 300</td>
<td>₹ 225</td>
</tr>
<tr>
<td>2. ₹ 1,500 and over but under ₹ 2,000</td>
<td>₹ 275</td>
<td>₹ 200</td>
<td>₹ 150</td>
</tr>
<tr>
<td>3. ₹ 1,000 and over but under ₹ 1,500</td>
<td>₹ 200</td>
<td>3 months pay subject to a minimum of ₹ 800</td>
<td>₹ 150</td>
</tr>
<tr>
<td>Pay range</td>
<td>Gratuity</td>
<td>Monthly pension Higher scale</td>
<td>Monthly pension Lower scale</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------</td>
<td>------------------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>4. ₹ 900 and over but under ₹ 1,000</td>
<td>₹ 150</td>
<td>₹ 125</td>
<td></td>
</tr>
<tr>
<td>5. ₹ 400 and over but under ₹ 900</td>
<td>₹ 100</td>
<td>₹ 84</td>
<td></td>
</tr>
<tr>
<td>6. ₹ 350 and over but under ₹ 400</td>
<td>₹ 85</td>
<td>₹ 70</td>
<td></td>
</tr>
<tr>
<td>7. ₹ 200 and over but under ₹ 350</td>
<td>₹ 67</td>
<td>₹ 50</td>
<td></td>
</tr>
<tr>
<td>8. Under ₹ 200</td>
<td>4 months</td>
<td>₹ of pay subject to a minimum of ₹ 8 per mensum.</td>
<td>₹ of pay subject to a minimum of ₹ 40 per mensum.</td>
</tr>
</tbody>
</table>

**FAMILY GRATUITY AND PENSION WIDOW AND CHILDREN**

<table>
<thead>
<tr>
<th>Pay of Govt. servant on the date of death</th>
<th>Gratuity payable to widow</th>
<th>Monthly pension of the widow</th>
<th>Monthly pension of children having mother less than 4 children</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Above ₹ 800</td>
<td>4 months pay</td>
<td>3% of pay subject to a minimum of ₹ 320 and maximum of ₹ 300</td>
<td>10% of the monthly pension payable to the widow given at the rate of 40% of the total pension payable on account of the children shall not exceed 40% of the widow's monthly pension.</td>
</tr>
</tbody>
</table>

A monthly pension shall be given at the rate of 40% of the total pension payable on account of the children shall not exceed 40% of the widow's monthly pension.
<table>
<thead>
<tr>
<th>Pay of Govt. servant on the date of death</th>
<th>Gratuity payable to widow of the widow</th>
<th>Monthly pension of children having mother less than 30 years old</th>
<th>Monthly pension of mother less than 30 years old</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>the first child and 25% of such pension for each additional child.</td>
</tr>
</tbody>
</table>

2. Above 4 months pay
- 40% of pay
- subject to a minimum of of
- m. 180

3. Not excluding 6% of pay
- subject to a minimum of
- m. 120/-

4. **Service Gratuity**: The minimum service qualifying for pension is 10 years. For those Government employees who retire before completing the minimum qualifying service of 10 years, service gratuity, at the following rates is admissible:

**Service Gratuity:**

<table>
<thead>
<tr>
<th>Completed 6 monthly period of qualifying service</th>
<th>Scale of Gratuity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 month's emoluments</td>
</tr>
<tr>
<td>2</td>
<td>1 &quot; &quot;</td>
</tr>
<tr>
<td>3</td>
<td>1+ &quot; &quot;</td>
</tr>
</tbody>
</table>
5. **Death-cum-Retirement Gratuity**

Death-cum-Retirement Gratuity is granted in addition to pension or service gratuity and is admissible to employees who have completed five years or more of qualifying service.

<table>
<thead>
<tr>
<th>Completed 6 monthly period of qualifying service</th>
<th>Scale of Gratuity</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>2 month’s emoluments</td>
</tr>
<tr>
<td>5</td>
<td>2½ &quot;</td>
</tr>
<tr>
<td>6</td>
<td>3 &quot;</td>
</tr>
<tr>
<td>7</td>
<td>3½ &quot;</td>
</tr>
<tr>
<td>8</td>
<td>4 &quot;</td>
</tr>
<tr>
<td>9</td>
<td>4½ &quot;</td>
</tr>
<tr>
<td>10</td>
<td>4½ &quot;</td>
</tr>
<tr>
<td>11</td>
<td>5¼ &quot;</td>
</tr>
<tr>
<td>12</td>
<td>5½ &quot;</td>
</tr>
<tr>
<td>13</td>
<td>5¾ &quot;</td>
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<tr>
<td>14</td>
<td>6½ &quot;</td>
</tr>
<tr>
<td>15</td>
<td>6¾ &quot;</td>
</tr>
<tr>
<td>16</td>
<td>7 &quot;</td>
</tr>
<tr>
<td>17</td>
<td>7¾ &quot;</td>
</tr>
<tr>
<td>18</td>
<td>7¾ &quot;</td>
</tr>
<tr>
<td>19</td>
<td>8½ &quot;</td>
</tr>
</tbody>
</table>
both in the event of death or retirement as follows:

(a) A P.W.D. employee who has completed five year's qualifying service and has become eligible for service gratuity or pension is, on his retirement, granted Death-cum-Retirement Gratuity equal to one fourth of his emoluments for each completed six monthly period of qualifying service subject to a maximum of 15 times the emoluments.

(b) In respect of a P.W.D. employees who dies while in service the amount of Death-cum-Retirement gratuity is calculated on the same basis as above subject to a minimum of 12 times and maximum of 15 times the emoluments.

(c) The maximum amount of Death-cum-Retirement Gratuity admissible is fixed at Rs. 24,000.10

Thus the retirement provisions are adequate and generous.